NWLB-TWIN CITIES ORDANANCE PLANT - FEDERAL CARTRIDGE CORP. 1942-1944
MINN.

(PART USED IN THE NATIONAL WAR LABOR
BOARD CASE ON WAGE RATE INCREASE)

[illegible]

June 20, 1944

Mrs. Rosalie Day
Employee Relations Department
Twin Cities Ordnance Plant
Federal Cartridge Corporation
Minneapolis, Minnesota

My dear Mrs. Day:

It was indeed thoughtful of you to send me a report of the study made of the postwar plans of women employed by the Twin Cities Ordnance Plant. Not only did I read this with great interest, but Miss Pidgeon, Director of our Research Division, found much in it to interest her.

As you know, the Women's Bureau is now making a study of the postwar plans of industrial women. Miss Pidgeon said that the findings of your study correspond for the most part with other plant studies that have been made. A large percentage of the single women expect to work after the war, while a much smaller proportion of the married women anticipate postwar employment.

I was so pleased to have the opportunity of meeting you while in Minneapolis. I had heard Ethel Erickson speak of you so frequently, and had read so many of your letters to her, that I felt as though I knew you, even though I had not seen you. Ethel has told me about the interesting work that you are doing with the women at Twin Cities Ordnance. I am sorry that I did not have more time to talk to you when I was in Minneapolis, but trains just won't wait.

Thank you again.

Sincerely yours,

Louise Stitt, Director
Division of Minimum Wage

LS:mbg

TWIN CITIES ORDNANCE PLANT

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, MINNESOTA

June 14, 1944

Miss Louise Stitt
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Stitt:

At the open forum held on Saturday morning during your visit to Minneapolis you expressed interest in my comment of a survey taken indicating after-the-war plans of the women employed here. The survey was taken at the request of one of the newspapers and the questionnaire used unfortunately was made up by a reporter and rather confusing to the employees.

Our department compiled the results of the questionnaire and made the most of them that we could, but at most the results could only be considered as indicative of a trend and not anything conclusive. The name of the plant was not permitted to be published. I do not have an extra copy of the newspaper article. The plant was referred to only as "a large industrial plant". Quoted in the following is the body of the article in case you would find it of interest. I enclose a copy of the questionnaire and I think question #1 was answered in a variety of ways. Some answering - "Yes - Domestic" and it was impossible for us to tell if they meant domestic work at home or outside of the home. Question#7 was not fully answered. It seemed a silly question to many as they figured there would be no ammunition business after the war.

= Filed with Research Div.

"Of the group questioned, the largest percentage of single women were in their twenties. Forty-four per cent of the married women were in their thirties, and an equal percentage of the divorced, widowed or separated fell in that age group.

"Of the married women 64 per cent had husbands who are working, and 30 per cent had husbands in service. Husbands of the remaining 6 per cent were handicapped and unable to work.

"Eighty-eight per cent of the single women were working

→ Question I = doubtful

immediately before the war. Fifty-four per cent of the married and 75 per cent of the third group had been employed.

"To the question, "Do you intend to continue after the war?" 92 per cent of the single women answered "Yes."

"Of the married women, 46 per cent said "Yes," and 45 per cent "No." Of the divorced, widowed or separated, 93 per cent signified their intention of continuing to work.

"But now for their preferences.

"Seventy-seven per cent of the single women said they preferred to work outside the home. Only 33 per cent of the married women answered "yes" to that question.

"Eighty-three per cent of the married women said working outside the home had not caused any particular problems at home, but plant officials attributed that to a long program of trying to help them adjust their affairs, and the fact they had interpreted the question to mean very special problems.

"About half in each group said they would just as soon continue in the same kind of work, but it was pointed out those who had not worked before knew no other kind of work.

"Many did not think there was any chance of continuing the same type of work, having the attitude of the woman who wrote, "Who will there be to shoot after the war?"

"Fifty-eight per cent of the single women had come to war work from factory, domestic and waitress jobs, 30 per cent had been in sales or clerical work, 2 per cent beauty work and 10 per cent professional.

"Of the married women, 59 per cent had come from factory and domestic-waitress jobs, 35 per cent had been in sales or clerical, 2 per cent in beauty work, and 4 per cent professional.

"Of those who expect to continue working, some said it was from necessity, not from choice. Some girls with husbands in the service said they had no way of knowing yet whether they'd have to work for a while after the war.

"Problems incurred through married women working were listed as getting behind in their housework, physical fatigue, difficulty in providing properly for their children, lack of time to spend with the family, and lack of time for recreation.

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"Single girls said the shift system brought objections from their boy friends whose hours did not correspond.

"The results of the questionnaire cannot be counted as much more than indicative of a trend, since a number of women did not register their ages or neglected to answer some other questions despite the fact they were assured they would not be identified."

Yours very truly,

TWIN CITIES ORDNANCE PLANT
Federal Cartridge Corporation

By R. Day
(Mrs.) Rosalie Day
Employee Relations Department

R T
D L
:
cc: Miss Ethel Erickson
Enc.

Return to Director, Women's Bureau

JUN 17 1944

Mr. C. L. Horn, President
Federal Cartridge Corporation
Twin Cities Ordnance Plant
Minneapolis, Minnesota

My dear Mr. Horn:

I was very much interested in your comments on the proposed maternity provisions included in "Suggested Standards for Union Contract Provisions Affecting Women."

We have consulted the best medical authorities in the field concerning proper work standards for women immediately preceding and following childbirth. Although it may appear that working to within six weeks of delivery and returning to work two months after delivery are indeed low standards, the most outstanding physicians in this field advise us that under ordinary circumstances three and one-half months' separation from the job at such a time is adequate. It should be noted that the proposed contract provision further provides that leave up to a total of one year shall be granted in special cases where the worker's physician believes that the protection of the woman's health requires more than a two months' leave after confinement.

The maternity provision to which you refer includes the standards recommended by the Children's Bureau and the Women's Bureau of the U. S. Department of Labor and arrived at after consultation with leading medical authorities. The proposed contract provision was seriously considered by a representative group of union women and unanimously approved by them. I believe in view of the high authority for the suggested standards, we can rest assured that they will adequately protect the health of the usual woman, and provide for special treatment in unusual cases.

Thank you for your interest and your letter.

Sincerely yours,

FF:Ra:LG:SMG

SIGNED
MAILED JUN 17 1944
(Date)

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L. Horn, President

RECEIVED
OFFICE OF SECRETARY OF LABOR
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May 19, 1944

~~Ref Mrs~~
~~[illegible]~~

Miss Frances Perkins
Secretary of Labor
Washington, D. C.

Dear Miss Perkins:

I have before me a copy of the pamphlet, Suggested Standards for Union Contract Provisions Affecting Women," which I have read very carefully.

Our contracts carry all the provisions, which you have outlined, except the Maternity Leave, to which I cannot agree. The matter of working six weeks before delivery and two months after delivery seems to have been inserted by an individual who has never had a baby. I suggest you read the paragraph. Frankly, it does not work.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

Stitt

-COPY-

MISS STITT
Women's Bureau

June 1, 1944

MEMORANDUM

To - The Secretary

From - Martha M. Eliot, M. D.

Subject: Women's Bureau Leaflet on Suggested Maternity Leave Clause for Union Contracts

We have conferred with members of the Women's Bureau staff with respect to the leaflet put out by that Bureau covering Suggested Standards for Union Contract Provisions Affecting Women referred to in the letter to you of May 19, 1944, from Mr. Charles L. Horn, President of the Federal Cartridge Corporation.

The maternity leave provisions included in the suggested standards contain the gist of the standards which were agreed upon by the Children's Bureau and the Women's Bureau and published in the attached leaflet on Standards for Maternity Care and Employment of Mothers in Industry. These standards represent the opinion of the medical personnel present at the conference at which these standards were outlined.

The wording of the maternity clause suggested for UAW-CIO contracts (see attached) is somewhat stronger than that in the suggested standards for Union contracts prepared by the Women's Bureau. Members of the Women's Bureau staff tell us that the incorporation of such language was not suggested by representatives of the women's unions who worked on the leaflet. There would probably be some hesitation on the Union's part to suggest provisions which put the burden of responsibility on the woman.

We believe that it should be pointed out to Mr. Horn that the suggested standards provide for leave six weeks before delivery and two months after delivery and also additional time when jobs are of such a character that the worker should have additional time off. Under the Women's Bureau suggested standards this additional time is provided for, but it is not recommended that it be made obligatory on the woman to take such additional leave. It is presumed that if her job is a hard one, she will be transferred to more suitable work, or if her condition is not satisfactory, that she will leave work before six weeks prior to her expected delivery.

The Women's Bureau is raising the question again with the representatives of the women's unions as to whether the statements in the suggested standards should be strengthened.

MME:cml:ej
Files
Dr. Bain

May 18, 1944

Mrs. Rosalie Day
Employee Relations Department
Twin Cities Ordnance Plant
Minneapolis, Minnesota

My dear Mrs. Day,

We are very glad to send you 18 copies of our community services pamphlet, and I hope they reach you in time for your meeting. Miss Erickson has told me of the excellent relationship you have established with the community agencies necessary to women workers having home responsibilities. I think Mr. Horn and you and the Labor Management Committee are to be congratulated on the effectiveness of your program.

Sincerely yours,

rfn

Mary Anderson, Director

5/19/44

TWIN CITIES ORDNANCE PLANT

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, MINNESOTA

May 12, 1944

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I would like very much to get 18 copies of the bulletin - "Community Services for Women War Workers", Special Bulletin No. 15, February, 1944, if I may have that many. If not, I would like as many as possible.

From the opening of this Plant, which has always employed a high percentage of women with home responsibilities, I have funneled back to the surrounding community the problems of our women employees in combining their home responsibilities with a full time work job. As a result, we have excellent community resources of all types and the community resources are now lining up every possible project to keep children of all ages occupied while their parents are working.

We have been especially fortunate here as Mr. Horn, President of the organization, was interested from the humanitarian angle in having proper provision made for children of women employed here, and from the start he was far sighted enough to appreciate ~~it~~ that women could not be stabilized on a job if assistance was not given them with their home problems. Our Labor-Management Committee is cooperating in an effort to get the parents employed here to enroll their children in some of the various supervised studies and recreational projects which are being sponsored by the community to keep children busy during the summer school vacation. I think a copy of the bulletin - "Community Services for Women War Workers" will be of interest to them and I should like to have them to distribute at the next meeting on May 25, if it is possible.

I had a note from Miss Erickson at Easter time and I hope that her work will bring her in this area so that we may see her again some time. We in our department learned much from her and we all have a feeling of real friendship with her.

Yours very truly,

TWIN CITIES ORDNANCE PLANT
Federal Cartridge Corporation

By R. Day
(Mrs.) Rosalie Day
Employee Relations Department

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Fed-Form 34

Twin Cities

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TWIN CITIES ORDNANCE PLANT
FEDERAL CARTRIDGE CORPORATION

INTER-OFFICE CORRESPONDENCE

TO Miss Erickson

DATE 1-4-44

FROM Rosalie Day

SUBJECT

I know you will never have time nor desire to wade through all the enclosed literature but had some extra copies of the whole business so thot would send it anyway. The fact that the American Ass'n of Univ.Women were working on such a project I thought was of interest plus the fact that it seems to me the social agencies,especially the private ones who have been so smug all through the years, are asleep at the switch in many places and seem to be making no connection between the increase of delinquency and the problems plants are having with abseenteeism and general upsets with women.

Zone 13

December 9, 1943

Mrs. L.E. Mills
415 Jerome Street
Midland, Michigan

Dear Mrs. Mills:

I have talked over information contained in your letter to me with John Louis, of Case Work and Relief Division of the Minneapolis Council of Social Agencies, who acts as secretary of the War Emergency Child Welfare Executive Board. I have also read the very excellent report which he is sending you. It was with Mr. Louis I worked out the detail of the central counselling center to be set up for use of ours and other plants where working mothers could go for assistance with any type of problem. I have also asked Mr. A. A. Heckman, of the Family Service, St. Paul, to write you information as to the similar plan which they set up in their city at our request. Mr. Heckman's agency has had the major supervision of the St. Paul center and has worked quite closely with us from the opening of our plant.

Previous to my employment with the Twin Cities Ordnance Plant, I had worked for years with children's agencies, public and private. Naturally when we began our mass hiring of women, many of whom had families, I could not but be aware that there was a big potential problem building up of child neglect, delinquency increase and from the plant standpoint an inevitable fluctuation of female employees as home demands and business demands came in conflict. Community resources were not organized to meet it anymore than such resources were available in England when they were precipitated into war. All any of us could do was to feel a way toward something that would be the best substitute for maternal care possible and leave that mother free where it developed her services were more needed out of the home in time of national need.

Our plant, being an ammunition plant, is located 11 miles from Minneapolis and about an equal distance from St. Paul. We operate around the clock with three 8-hour shifts. Women work all shifts according to seniority. I tried to from the start interpret to both communities the main difficulties women were having adjusting home life to factory shift hours in order that we could all move together with the most enlightenment possible toward some practical planning. To me it seemed that a project which necessitated the employment of large groups of women during the urgency of war was a joint responsibility of plant and community, and they both had to pool their knowledge and effort to make anything that was practical from anybody's angle.

It is no use to use the slogan which you state Detroit uses - "The War first, Children second". They are not facing facts. Even the female animal has an inherent protective feeling for her young. Not to consider that fact (passing by all other

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reasons one might cite against trying to destroy a sense of maternal responsibility) is just not doing the even most superficial thinking to correct the basic industrial need of small labor turnover and a stabilized regular worker on the job.

After our plant had been under production for a number of months and I analyzed from direct information the reasons many women with children were giving for being absent, terminating, being tired out on their job plus constant requests for shift changes. I presented all angles of the situation as I saw them to Mr. Horn. He felt as I did that it was inevitable there should be a connection between a woman's home responsibilities and her job. So he decided that being so, he was going to do something about it and he inaugurated the plan under which we operated as long as we were hiring.

The basic essentials of the plan were as follows:

1. Every woman applicant, with children 12 years of age or under, had to have her child care plans reviewed by an agency. (We do not hire women with children under one year of age.)

2. A bulletin went out over Mr. Horn's signature that no women with children in the above age group would be hired until satisfactory proof was given that the children were properly cared for. And that we were looking to welfare departments in Minneapolis and St. Paul for assistance on this.

I want to stress the fact that Mr. Horn took this action when we were hiring women in large numbers just as fast as they could be obtained, and we are a very large plant with over 50% of our personnel being women. We appreciated there were many problems involving the group over 12 years, but those we felt would have to be met by the community. However where there were older children in the families we were checking their needs were considered. When the fact became known that Mr. Horn would not take it lightly if neglect ran rampant in the homes of our employed women and that reports coming in to me from social agencies and schools would be followed back on, it had a great effect on the early attitude the women had -- that if they wanted to get out and shrug off their own responsibility for something more exciting that it was somebody else's responsibility to pick up the pieces because they were "war workers".

After Mr. Horn had instituted the pre-employment review of child care plans at the Plant, I went to the agencies in Minneapolis and St. Paul and stated the needs of our working women and that Mr. Horn was willing to have time taken even in the midst of a hiring push for a pre-employment check of child care plans if the process could be speeded up not to retard hiring too much. I presented these points to them:-

1. It would give them what they needed and did not have and that was direct contact with the problems of women going out of the home to work and from those contacts the community could streamline existing child care resources on a war basis and also gather specific information on which to base additional services needed.

2. By being in on the sifting of what women with children went to work, they would be able to keep child neglect and delinquency to a minimum and be in on the problem from the start instead of having to meet it after it had grown to serious proportions.

3. I asked that a central center be set up in both cities which would serve not only for pre-employment clearance but to which we could send women and men already on the payroll that I had contact with and who needed help, and this center would be our contact point for all community resources. While I being a social worker was familiar with work of different agencies other plants coming into the plan later might not have social workers and would be unaware of even the existence of many services.

The fine cooperation given by both cities and the success of the original plan and how it has grown I think you will get from Mr. Louis' and Mr. Heckman's reports. In addition to the counties covered by the two cities I used the county welfare board offices of 14 rural counties (two in Wisconsin) for similar pre-employment checking and other services. The State Division of Social Welfare was very glad to allow us to use the county offices for such assistance as was needed for our employees. They too felt they would rather get the jump on neglect before it started.

The detail of applicant referral was as follows:

The prospective employee was first interviewed by one of our plant interviewers who took enough detailed information on the interview sheet so we would have proper identifying information for social agency clearance purposes. Also written on the interview sheet was the plan, if any, for child care. If the interviewer passed applicant as satisfactory, she then went for her medical examination which is given by plant doctors. If she passed this, then the application was turned over to us and identifying information plus child care plan was typed up and sent at once to the agency center and a call-in letter, of which I attach a copy, was sent out to the applicant. The system used between the plant and the social agency review center would depend a great deal upon employment requirements, size of plant, etc. We were working with great numbers of people. The system from here on you have very fully outlined in Mr. Louis' report.

The clearing centers function for every type of off-the-area problem and place at a working mother's (or father's) disposal all available resources in the community which can be brought to bear upon his individual problem - be it marital trouble, budget advice, summer camp placement or break down of starting child care planning. It also serves to put back into the community where it belongs the family end of his troubles. I would add these suggestions in establishing such a center:

1. It should be established separate from any social agency so that those who have had previous agency contacts will not have a reluctance to going there and the name chosen for it free of any "welfare" terminology. The one in Minneapolis is called the War Emergency Child Care Center; in St. Paul, the Cooperative Counseling Service.

2. Agencies, both those doing the active interviewing and those cooperating, may need to revise their thinking and their approach to these people. These are

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not indigent people they are dealing with, but those who are either wage earners or are about to become wage earners. Agencies will have to consider hours of work of factory people.

As to the questions listed in your letter:

1) I have covered already.

2) Is covered but I would add this from experience; there are a percentage of cases where the woman's very glib and untruthful story of the good care her children will be getting cannot be counted upon and it is only agencies who can check the facts or can establish its authenticity. Also it puts the applicant into direct contact with a resource which they become acquainted with before they start work who can help them if they get into a jam. Some plants here I understand only send of clearance those that their interviewer is doubtful of; there is not fairness in this method and it seems to me might sometime lead to a claim of discrimination against certain employees.

3) On the whole no reasonable woman can object to such a review if it is explained to her properly and if it is taken as a matter of hiring procedure - one of the company's hiring qualifications for all female employees. If an occasional one does object she either is covering up an instability in the background which would crop up later or is so obstinate and opinionated that she would not make a very tractable employee to deal with after she got on the pay roll.

4) Among reasons given for terminations, absenteeism and shift transfers of women for domestic reasons there was a marked difference between the group whose plans were checked and those hired before this plan was inaugurated. It has been in operation just about a year.

5) U.S.E.S. have never questioned the plan in anyway and seem favorable to it as they are favorable to anything that decreases employee turnover. Nor have we had any question raised by the unions.

You know your own community but I should say that here a state-wide conference in these times would not produce many top rate executives in any field. It seems to me it would almost have to be done town by town. If you can get one plant sold and a proper community set up to go with the program then other plants are likely to come in to more or less an extent. I think it's almost an individual selling job, plant by plant, and the selling will have much more likelihood of success if you present it from -

1. Increased Plant Efficiency standpoint

2. Welfare of Children - in that order.

I could talk both plant efficiency and child welfare to Mr. Horn but at the plant, I only talked and explained plans to decrease absenteeism and plant turnover for I would be talking to production men with quotas to meet, who hadn't employed

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women before and had had no time since the war started to do reading and thinking along the lines of the new problems which women brought along with them into industry.

I hope this material may be of some assistance to you and should you have some more specific questions later, I shall do the best I can to answer them.

Yours very truly,

TWIN CITIES ORDNANCE PLANT
Federal Cartridge Corporation

By________________________
(Mrs.) Rosalie Day
Women's Department

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Enc.

COPY

December 8, 1943

St Paul

Mrs. L. E. Mills
President of Michigan Division
American Ass'n of University Women
415 Jerome Street
Midland, Michigan

Dear Mrs. Mills:

Mrs. Rosalie Day of the Federal Cartridge Corporation has shown me a copy of your letter of November 29th, and has asked that I write you regarding certain phases of the prehiring interviewing work we have handled in Saint Paul for the Twin City Ordnance Plant, and several other industries.

In the very beginning of the project our Agency undertook to handle all of the prehiring interviews of Saint Paul and Ramsey County mothers being considered for employment at the Ordnance Plant. Later as this type of service was expanded to other industries and as we developed a general counseling service in connection with our day care program the principal family case work agencies - public and private, combined their resources and established a counseling office which remained under our general supervision. All prehiring interviews have been handled by this Counseling Service since then.

We have had our best case workers on this type of interviewing. In addition, our Case Consultant has given this work very careful attention as we believe it requires the greatest of skills in interviewing and a thorough knowledge of the differences between this kind of interviewing and the interviewing which must be conducted around specific social problems. We have felt that case work training and experience better equips a person for this kind of interviewing than almost any other expeience and training.

We do not "take the applicant's word for her children's care plan," in the sense that such a plan is merely reduced to writing by the interviewer. "An investigation" is made on each case, the nature of "the investigation" depending upon the particular circumstances revealed in the interview. One of the advantages a social worker and a social work agency has over the Personnel Department in Industry is the availability of recored scial history. This could not be made available on an indiscrimiate basis to industry, and I daresay the average Personnel Department would not want the responsibility involved in having the kind of relationship to available social and medical history that a reliable social agency has. While many mother going to work have never been known to a social or health agency a substantial number have - the exact proportion depending to a large extent on numerous factors in the community. However, we do know that mothers from the low income families and from families who have been hard hit economically in the past, are smong the first to seek employment to ease the economic strains on the family. We find that anywhere from 50% to 75% of the mothers going to work have been known at some time or other to one or more of the 50 to 60 social work and health agencies of the community. Frequently these records reveal information which is of value in helping the mother plan for proper care of children while she works. Also, they help reveal the true reasons for the mother seeking employment at the particular time. In many other instances they reveal important data regarding the person, whether it be neighbor or relative, around whom the mother is basing her child care plans.

Another important advantage the setup such as we have has over a plan whereby an employee in the plant does the interviewing is that we are neutral and can provide a setting wherein the mother feels more free to discuss her true home situation. Of course, this depends to on small degree upon the attitude assumed by the Agency and the Staff people handling the interviews. We have not rtried to discourage mothers from going to work. We have tried to help them make plans that would enable them to have as satisfying work experience as is possible. In instances where the mother feels driven to work by circumstances in the home but actually does not want to leave her children, we are able frequently to assist her in meeting those problems in an entirely different way. For example, one mother was planning to leave a family of four or five small children to seek employment in order to provide expensive medical care for a child who was losing its sight. The home situation was such that this mother should not have left her children and she knew it. In all probability she would have proven a liability to the employer because the home situation was such that absenteeism certainly would have loomed large. The child's needs were met in another way enabling the mother to stay home.

In many instances follow-up services have been offered to the mothers. For example, most mothers welcome the news that there are standards for day care homes which are set by the State, and which must be met by boarding mothers. The offer of having independent placement plans checked is a relief to the mothers. Frequently mothers have welcomed the offer of home visits to check up on newly employed domestics, to ascertain the kind of care they are giving during the mothers absence while she is at work. Certification to war nurseries; extended day care programs; summer camps; parent-child boarding homes, etc., are welcomed. Assistance with probelms of school adjustment; family indebtedness and the like are welcomed and are services which many of the mothers did not know existed in the community.

We have handled several thouseand prehiring interviews for various plants in this city, and to the best of my knowledge we have not had a single serious complaint from the mothers. To be sure some have wondered why they had to go through such an interview before securing employment. Once the reasons are explained they are grateful to know that their prospective employer was that interested in their welfare, and that there were these opportunities to make certain that their children would be properly cared for.

From the standpoint of the community we feel that such services have been very successful in curbing the problems of child neglect and delinquency. It gives the community an opportunity to do a preventive job by having contact with the mother before she is employed rather than having to do an emergency salvage job after she has been employed and her children were neglected or involved inssome kind of difficulty. Some follow-up studies we have made lead us to believe that in a majority of instances these prehiring interviews have proven successful in terms of the stability and satisfactory nature of the plans.

While Mrs. Day probably will explain the point of view of the employer regarding relation of such services to the problem of absenteeism, it is our opinion that there is bound to be some relationship because such a plan helps prevent employing mothers with unsound child care plans.

The local office of the United States Employment Service has expressed appreciation of the plan and has given no indication of ever feeling that we were interfering with getting women into war work. I believe that such a procedure helps reduce the rapid turnover in women employees. Likewise, I have found no objection from organized labor. We have representatives of labor on our Board of Directors, and they have been present each time this prehiring service has been discussed and have gone along expressing approval. Many wives of Union members have used the service. I suspect they would have objected if we had attempted to keep women from working or had attempted to influence women as to where they should work.

Several plants in Saint Paul are using this service. The Minnesota Mining and Manufacturing Company is using it on all cases of mothers being considered for employment just as has the Ordnance Plants. Such plants as Seegar Refrigerator Company, Northwest Air Lines, Waldorf Paper Products Companu, Brown and Bigelow Company, Villaume Box and Lumber Company - all use it on selected cases. The international Harvester Company and the A. O. Smith Company have expressed a desire to use the services just as soon as they begin employing a substantial number of women.

It has been our experience that day nursery facilities are not used to capacity or to the extent that some of us would like to see them used. We have found several reasons for this. One of the reasons may be peculiar to Saint Paul. This is a family town and a substantial number of the families have relatives living here. A large percent of the women going to work are making plans with relatives for the care of their children; Another factor we have observed and which has come to us from the women themselves, is th inconvenience of transporting children to and from war nurseries. Usually this requires additional time and effort. It is one more burden for the mother who already, in most instances, is attempting to do her housework and care for her family obligations in addition to working 40 to 48 hours a week in a plant. The need to make two plans where the age differences cause some children to fit in the War Nursery group and others into the Extended Day Care group is a complicating factor. We also have felt that a good deal of education has to be done as far as day care for school aged children are concerned. Many mothers recognize the need of nursery care for pre-school children but feel rather safe in relying upon rather haphazard neighborhood plans for the school aged youngsters. Behind this, maybe, is the lack of experience on the part of many mothers of working full time.

I understnad that someone from Minneapolis is writing you about their plans and experience. They operate somewhat differnetly from the St. Paul plan, but between the two cities we feel you will have a fairly good coverage as far as the Ordnance Plant is concerned. If this letter, together with the replies from Minneapolis and Mrs. Day raise additional questions about Saint Paul's experience, please do not hesitate to let me know.

In closing I want to say that our Board of Directors and Staff feel that this kind of service is one of the important contributions an~~d~~ agency such as ours can make to the war effort. As a result we have given it our best efforts and our best trained personnel.

Cordially yours,

General Secretary

C O P Y

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN
Michigan Division

415 Jerome Street
Midland, Michigan
November 29, 1943

Mrs. Rosalie Day
Federal Cartridge Corporation
New Brighton, Minnesota

Dear Mrs. Day:

You have been referred to me as a person who could give us much needed help on problems that have arisen here in Michigan due to the employment of such large number of women in our war plants.

Am I right in saying that in order to obtain a position in your plant a woman must be able to prove that her children are being properly cared for? If so, I wonder if you would be willing to help us to know just how well such a plan is working by answering quite frankly the following questions for us:

1) Who does the interviewing of the woman in regard to her home when she applies for a job?
2) Do they take the applicant's word for her children's care or is there any investigation made?
3) Do the women rexent this investigation? or do they feel it has been helpful to them?
4) In your frank opinion, has this plan been successful in helping to solve child care problems, or juvenile delinquency, or plant absenteeism?
5) Would you know whether the U. S. Employment Service would feel that this would be an unwarranted interference with getting women into war work?
6) Could you tell whether other plants in or near Minneapolis have utilized this same device? and what their feeling might be?

The reason for all these questions is that our organization has become quite alarmed on the lack of care of children of all ages in Michigan. In one parking lot near a defense plant, 25 babies were found locked in cars while their mothers were working. There had been fine day nursery facilities offered, but these were not being used. Could you throw any light on why not? We have therefore come to the conclusion that the only place of control is probably at the place of employment. Mrs. Clara Painter of your city told us that the above plan was being worked in your area.

We thought therefore we would call together for a day's conference women personnel heads of defense plants plus someone who could speak in authority on the spot as to what the plants could or could not do, as well as union representatives and the USES and child care authorities. This group would then be presented with the details of the Minneapolis plan. It could then proceed to the discussion of the best adaptation to their own plants and what Michigan could profitably do.

This would be a State-wide program, but we thought we would start with Muskegon (at their request) as a "guinea pig" and if all goes well, then proceed to the larger meeting.

I am calling a meeting of our own AAUW committee to decide whether to go on with our plans, and if so, just what kind of a program should be presented. Do you think there would be any chance of our getting the proper people from Minneapolis to present its plan?** And if so, would you have any suggestions ~~we~~ to who these right people would be?

Our committee meets in Lansing, Wednesday, December 15, but I shall have to leave home Monday night so I would much appreciate having your reply by that time. I am therefore sending this special delivery and enclosing a special delivery stamped envelope for your reply.

Would you tell me frankly if you do not think any good could be accomplished by such a conference?

Sincerely,

/s/ Helen Mills
(Mrs. L. E. Mills)
President, Michigan
Division, AA UW

** I mean present the plan at the conference not for my AAUW meeting.

C O P Y

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN
MICHIGAN DIVISION

415 Jerome Street
Midland, Michigan
November 29, 1943

Mr. John Louis
Citizens Aid Building
8th Street & 4th Avenue
South Minneapolis, Minnesota

Dear Mr. Louis:

Mrs. Clara Painter has been kind enough to refer me to you concerning a matter which is greatly disturbing people here in Michigan.

After a great deal of discussion of the neglect of children of war workers, it was felt by our association that there was only one real place of control--and that was the place of employment. We went further on the premise that women are going to have to work and that the children must not be neglected. The two premises really merge into one so far as we could analyze the problem. We cannot quite go along with Detroit's newly proposed slogan of "the war first: the children second", even though we know Detroit is quite desperate for more labor.

We understand that Minneapolis has worked out just such a plan as we had in mind--i.e. that the employer would not hire a woman until she can prove that her children are well provided for. We are assuming that this means that some agency has worked out well proper care for children. Inasmuch as, we understand, the Social Agencies were conducting this part of the program for the employers, we wondered if you could give us the following information:

1) How many and approximately what size war plants are a part of this plan?

2) Do the women themselves like or dislike this phase of their becoming employed?

3) What is the method of investigation?

4) What means of providing for the children are offered?

5) Do the War Man Power and the USES offer any objections?

6) Has this system had any effect on juvenile delinquency or plant absenteeism?

7) Does the Board of Education play any part in this program?

Anything else you could give us which you feel might be helpful in Michigan would be greatly appreciated.

COPY

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN
MICHIGAN DIVISION

If investigation of this sort warrants our proceeding, we plan to call a conference(all day) of the following people: 1) women personnel heads 2) Plant men with sufficient authority to say on the spot what their plant could or could not do 3) War Man Power 4) USES 5) Social Agencies 6) Board of Education and union members. The Minneapolis plan could be presented in order to start their imaginations to working and to give them a practical demonstration of the plan. The rest of the program would be planned to allow them plenty of chances.to discuss all angles which would be necessary for the carrying out here of any such plan--or modification of such aplan.

It is planned now that Muskegon will be the "guinea pig" (their request). If it works at all successfully there, the bigger conference will be held on a State-wide basis with the exception of Detroit which would have to have a separate meeting of its own. If all goes well, we hope that about three people from Minneapolis might attend our large conferences to present the various sides of the question. Mrs. Painter suggests someone from the Social Agency, a Mrs. Rosalie Day of the Federal Cartridge Corporation for the Union and woman's point of view(Ibelieve I'm right here) and one of the employers who would speak well. Have you any suggestions to make along this line? Do you think it would be possible to obtain the services of such a group?

The Day Care committee of the State Office of Civilian Defense would of course be a part of the planning in bringing into the program all possible day care facilities that are now being offered or could be. Here in Michigan, the schools are doing a great deal of this work which is why I mentioned representatives from the Board of Education.

Would you tell me frankly if you consider this to be a worth while effort on our part and whether or not it might be useful? I have talked with the personnel heads of the Dow Chemical Company here in Medland and with several other employers, as well as at length with the head of the War Man Power Commission in this area--all are greatly encouraging the idea. However that is as far as I have gone except with selected members of the AAUW throughout the State. All of these except those in the Detroit area have been enthusiastic about proceeding. The Detroit AAUW, which is definitely in touch with the employment situation there, feels that with this new Committee for Victory, whose work is just getting under way, ready to function, nothing should be done at this time: later, perhaps.

Our State Committee is planning to meet in Lansing on the 15th and I hope to have your reply to read to them at that time. I shall be leaving Midland the night of the 13th, so would greatly appreciate it, if you could let me know your thinking before that time. I shall, therefore, send this special delivery and enclose a similar envelope for your use.

I hope I haven't asked for too much of your time.

Very truly yours,

(Signed) HELEN MILLS
(Mrs. L. E. Mills)
PRESIDENT, MICHIGAN
DIVISION, AAUW

COPY

MINNEAPOLIS COUNCIL OF SOCIAL AGENCIES

December 7, 1943

Mrs. L. E. Mills
415 Jerome Street
Midland, Michigan

Dear Mrs. Mills:

Your letter citing problems which you face in Michigan has a most familiar ring to it, and the questions which you ask are the same ones which have been foremost in our minds here. If information and experience which we have is helpful to you, of course, we are most happy to share it with you.

We have over a period of the last 18 months, not only been aware of the immediate problems and the long time implications of employment of mothers, but also have attempted to utilize community resources to the fullest extent in order that we may protect the children of our community in this time of war emergency. Basically, it has been the feeling of the community that "mother's place is in the home;" that her first responsibility is to herchildren and their proper care and upbringing; that for nearly a generation, welfare workers, educators, labor groups and sincerely interested lay individuals have striven to place protective legislation and social institutions about mothers and children. However, in war time--allout war--there must be a departure from some of these traditional protective measures. Necessarily, social planning and agency programs cannot, and should not, be restrictive as to the employment of mothers when such restriction would jeopardize the labor supply and, therefore, the war effort. To be realistic, the basic theory that "mothers should not work" simply is done--mothers are working and probably will continue to work for some time. Therefore we have developed a program which will meet the current situation with a maximum of protection for children and a minimum of interference with demands for more and more labor.

Let me briefly describe the setup which we have developed over a period of time to try to meet our situation. Working together cooperatively, the Minneapolis Defense Council and the Council of Social Agencies established a War Emergency Child Care Committee. This committee is composed of a representative group of agency executives and serves as the Executive Committee or Board for planning and operating our emergency child care program. Three advisory committees--selected on the basis of technical or professional, and lay leadership and community standing--assist the Executive Committee. An administrative Department directly responsible to the Executive Committee is in charge of the operation of the three point program. This program includes nursery schools for youngsters from two to five; Child Care Centers for children 5 to 14; foster day care homes for children of all ages. A properly qualified staff is used in these programs. In addition, the Executive Committee has established a Child Care Service Office or consultation center which serves as a connecting link between the industrial plants and the emergency program, as well as the programs of the permanent social agencies. Attached is a copy of our organizational diagram and list of membership on the several committees.

The total program has been financed jointly by the local War Chest, Defense Council, and the federal government through the use of Lanham Act funds. I could give you considerable detail, as the mechanics of this program, but let me summarize it by saying that we have felt that the three fold program, if properly used, could meet the bulk of the problems arising out of the employment of mothers.

I should also explain that we are keenly aware of the close relationship between problems of delinquency and the working mother. Therefore, we have coordinated the efforts of our War Emergency Child Care Committee with the efforts of the Citizens Committee on Youth, which is a community wide volunteer organization (sponsored by the Council of Social Agencies, the Defense Council and the Mayor's Office) to effect a program that will make the best use possible of existing agencies and facilities through the use of additional lay indigenous leadership.

Further, we have recognized that problems of youth and delinquency are directly related to problems of housing, and, therefore, have established a community wide Housing Bureau which functions as a clearing house and is a connecting link between the O.P.A. Rent Control, National Housing Authority, City Planning Commission, social agencies, and other community wide groups.

We have been able to effect coordination at the top level by arranging that the Executive staff of the Council of Social Agencies serve as the executive staff of the Defense Council, Housing Bureau, Citizens Committee on Youth and the War Emergency Child Care Committee.

Your specific problem at hand now is one of working out plans as between the war industrial plants and your community resources for the care of children. In our setup, this is handled through the Child Care Service Office--consultative to employed or about-to-be-employed women with minor children.

To answer your specific questions:

1. "How many and approximately what size war plants are a part of this plan?" As our program developed we informed the major plants of it. Personal interviews between representatives of the War Emergency Child Care Committee and the key industrial leaders, personnel departments and operators was the first step taken. It so happened that the first plant in our community to employ large numbers of women was the Twin Cities Ordnance Plant, and this plant soon came to be largest single employer of women in the area. Fortunately, the Women's Industrial Relations Department executive at the Twin Cities Ordnance Plant was a former social worker, who being very capable and "community wise", devised a plan with us whereby, before any woman with minor children was put on the job, she passed through the Child Care Service Office. As a part of the hiring procedure, the prospective employee was referred to the Child Care Service Office where her own plans, if any, were verified. If she had no plans, the resources of the emergency set-up or the permanent agencies were called upon and the plan immediately worked out with her. Notification that this plan had been set up, or that her own plan was satisfactory, was sent to the plant immediately and the final steps of the hiring process were completed. Therefore, when mothers started to work, plans for the care of their children were already made and we are told that the mothers proved to be more efficient, absenteeism was reduced markedly, and the total adjustment to the job definitely made more satisfactory. It is significant also that the Child Care Service Office in many instances found through information obtained from Social Service Index, where all of these names were cleared, cases of emotional instability, instances of feeblemindedness, or other information pertinent to the individual. This has proved valuable to the personnel departments, in that they were able to avoid accepting certain undesirable applicants. It should be noted that this material as well as all findings and information from the Child Care Service Office was handled in such a way as to maintain a maximum of protection of confidential information and a high ethical standard. Attached, is a summary statement of procedure used with this plant along with samples of forms utilized.

I am a little loathe to quote the exact size of the particular plant but can say that the number of employees were in excess of 10,000 and the number of individuals processed through the Child Care Service Office ran high.

With the first and largest plant cooperating we proceeded to expand the program to additional smaller plants when and if they began to hire women in appreciable numbers. At present, 19 different plants utilize this service as well as many small employers.

2. "Do the women themselves like or dislike this phase of their becoming employed?" This is a rather difficult question to answer, for of course, there is quite a subjective problem involved here. Some women attempted to conceal the fact that they had children when making application for employment, possibly being fearful that since they had children they might not be employed. However, the majority of them after their experience with the Child Care Service Office were relieved and satisfied and the word soon passed along to other women that it was a help rather than a hindrance. Broadly speaking, this phase of "becoming employed" has been well accepted by the women and at present we find many women coming to the office before they approach an employer. It pretty much resolves itself--so far as the attitude of the women is concerned--down to the simple fact of whether or not the mother feels any real sense of responsibility toward her children. In those instances where they are "good mothers" they want to make plans. Those lacking in fundamental interest in the children accept the service only because they must.

3. "What is the method of investigation?" A trained staff of counselors conduct the investigations.

A. Name and identifying data received from the plants or at the office as given by the mother herself is cleared through Social Service Index. If there is a major agency active, that agency provides summary information. If the Counselor feels that additional information which they have might be pertinent or diagnostic it is obtained. In some instances verification of residence is obtained if it seems indicated. All of this work is done prior to the mother's interview with the Counselor. I might add the great bulk of it is handled by telephone.

B. The mother is interviewed in the Child Care Service Office which is open during the day and also at whatever hours are necessary for service to the plants and the mothers. Her plan, if any, is discussed and verified immediately, again in many instances by telephone and through the use of the regular social agencies. If she has no plan she is referred for service to one of the emergency agencies or to a permanent social agency. Since the Child Care Service Office functions as the intake department for the Nursery schools, Child Care Centers, and the Foster Day Care homes this referral process is very rapid. In instances where verification of plans require out of town efforts, letters are sent special delivery and replies come back very quickly. In some instances long distance telephone is used. The fundamental point is that the Counselors attempt to let the mother take the lead in the plan and to be sure that it is as represented; further, that it is a plan that will have a degree of permanency to it and not "blow up", thereby causing absenteeism. At the time of the interview in thos instances where the child is to be placed in a nursery, child care center, or foster day care home necessary application blanks, medical forms and releases and other information is secured. It should be noted that from the time the mother comes into the office until she can be certified back to the plant is a matter of hours in most instances. This is one of the strongest points of interest to the employer. We have no control over whether the mother immediately follows the prospective employer's direction, and as part of the hiring process comes into the Child Care Service Office, but once there, the matter is handled with all reasonable speed.

4. "What means are provided for the care of children?" The resources of both the public and private social agencies in the health and medical care, group work and recreation, case work and relief fields as well as war emergency nurseries, child care centers and foster day care homes are available.

5. "Do the War Manpower and the USES offer any objections?" We have conferred with the War Manpower Commission and the USES and have their cooperation in this program. The USES asked us to explain the program to their various representatives and department heads. In their work with the various plants they have helped in interpreting their program to the plants.

6. "Has this system had any effect on juvenile delinquency or plant absenteeism?"

A. Relative to juvenile delinquency, it has been our feeling that adequate plans for the care of children would definitely help to stem a rise in delinquency. As mentioned above, this program, integrated with the Citizens Committee on Youth, appears to be so utilizing resources that it has a direct favorable effect on problems of delinquency.

B. We are told by representatives of the plants that providing plans for the care of children before a mother comes to work definitely reduces the incidence of absenteeism. Our own check on this is found in that fact that we have had less than 10o/o re-interviews.

7. "Does the Board of Education take any part in this program?" The Board of Education is represented on the executive committee as well as advisory committee of the War Emergency Child Care program. Further, they have been most cooperative in renting space in various school buildings where we have located nurseries or child care centers. The Superintendent of Schools and the attendance department work closely with us and while they are not legally a co-sponsor of the project, they are in effect, one of the sponsoring agencies.

It has been our experience in this war emergency program that it was all very well to have numerous conferences and many committees working on the program but that these groups should be, in the main, advisory; that an executive or operations committee staffed with an executive secretary, in turn implemented by a skilled administrator and supervisors, would get the desired results. Some community wide programs with which I am familiar have more or less been slow in developing because there are too many people with real and sincere interest but without authority and responsibility properly designated to them to enable them to act or "get results".

The idea of bringing together a group of people including personnel heads, industrial operators who actually have authority to make decisions, representatives from governmental agencies and social agencies, labor, and municipal authorities for an all-day conference seems as though it might well be a worth-while step to take. Certainly, the size of this problem indicates the real desirability of having capable people meet together for thoughtful discussion with the end in view that action be taken.

Of course, we are complimented that we are one of the cities to whom you are turning for information. If we can be in any way helpful to you, please feel free to call on us.

With respect to a state wide conference after your experimental preliminary conference, it sounds very interesting. I am sure that representatives from Minneapolis would come to your meeting. I would like a little more time to think about suggestions as to whom you might invite, but I can say definitely for I have conferred with Mr. O. A. Person, Chairman of the Welfare Section of the Defense Council, Chairman of the War Emergency Child Care Committee, and Superintendent of the Division of Public Relief in the City of Minneapolis, and we will be glad to cooperate with you.

The situation in and about the Detroit area is, so to speak, a law and problem unto itself, and probably you are wise in making your preliminary plans and handling this state wide conference without too much regard to the Detroit program and plan.

For your information I have included in the attached material, copies of certain forms which are used and other material which we have at hand. May I extend to you my wishes for the best of luck for a successful meeting and hope that this information and material will be of value to you and your group.

Cordially yours,

John O. Louis, Executive Secretary
Case Work and Relief Division
Central Planning and Research Dept
Minneapolis Council of Social Agencies

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

To—		From—
	Anderson.	
	Nienburg.	
	Larrabee.	
	Benham.	
	Best.	
	Erickson.	
✓	**Files.**	
	Hyde.	
	Manning.	
	Mettert.	
	Pidgeon.	
	Robinson.	
	Smith, F.	
	Spring.	
	Steel.	
	Stitt.	

Re Attached Please—

Approve
Comment
Note
Note and return
Reply
Draft of reply
Signature
Would like to discuss
File

Date

Note:

GPO 14—3769

Twin Cities

WOMEN'S BUREAU
SEP 16 1943
DEPARTMENT OF LABOR

Copy sent to Miss Erickson 10/17

HI-POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L. Horn, President

September 14, 1943

Miss Ethel Erickson
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Erickson:

I have your letter of the 11th and I am sending this to you in Washington. I have asked Mrs. Day to keep in touch with you so when these classifications come through you can give us some assistance.

I thought Mrs. Day's letter was very good and some of these people who are talking about absenteeism and writing papers should read her story. We have so many keepers of the conscience that each and every one tries to solve the problem.

We are getting our house in order and I am asking Mr. McFarlane to give me a report on what has been done.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

Hyswander
Twin City files

August 24, 1943.

Miss Florence Berg
% Mrs. Rosalie Day
T.C.O.P. - Federal Cartridge Company
Foshay Tower
Minneapolis, Minnesota.

My dear Miss Berg:

You certainly were very trusting to allow Miss Erickson to send us your file copy of bulletin board notices and posters. It is an unusual collection and has been much enjoyed, and we have copied some of the items, without identification of plant or person.

Thank you again so much.

Yours very truly,

Caroline Manning
Industrial Supervisor

CM:cam

Files
Twin Cities

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Caroline Manning
Industrial Supervisor

CM:cam

(1769) Women's Bureau, U.S. Department of Labor

OUTCHARGE SHEET

Taken by Miss Ostrander Date Aug 14 '43

Subject Letter May, 1943 File No.
from Iowa City
to [illegible] Ostrander

Remarks

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

To—		From—
	Anderson.	
	Nienburg.	
	Larrabee.	
	Benham.	
	Best.	
	Erickson.	
✓	**Files.**	
	Hyde.	
	~~**Manning.**~~	
	Mettert.	
	Pidgeon.	
	Robinson.	
	Smith, F.	
	~~**Spring.**~~	
	Steel.	
	Stitt.	

Re Attached Please—

Approve ....
Comment ....
Note ....
Note and return ....
Reply ....
Draft of reply ....
Signature ....
Would like to discuss ....
File ....

Date ....

Note:

GPO 14—3769

Twin City O.

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.

Charles L. Horn, President

WOMEN'S BUREAU
JUL 12 1943
DEPARTMENT OF LABOR

Saturday morning - July 10, 1943

Dear Miss Anderson:

I have been planning to write you for days but it has been so hot and sticky here and when I get home it is after six and the evenings seem just a steamy interlude.

Have been working quite steadily here but so far I haven't accomplished as much as I had hoped. Top management, Mr. Horn and Mr. Ehlen, are most anxious to get some concrete petitions off and Miss Kane tries hard to hold up the women's side but the foreman and superintendents are always delaying and fussing. I have written up my recommendations for three petitions and will send you copies of two. The third has not come back from the typists. Miss Kane assures me that if I do not stay and work with every department that has non productive - white collar - women that nothing will ever be headed up because the "boys" procrastinate indefinitely. There is being somewhat of a shake up in the personnel and industrial relations departments and Mr. Horn has been doing some top level tongue lashing of some of his boys.

Clerical workers as far as women go are badly classified but it seems to mean a great many interviews with the workers themselves and I am sure it will take me several weeks more to get the stuff lined up as the workers are scattered in a great many offices. I have been held up as the one who is going to make the recommendations and I feel it must be gone through with now. I am sending you copies of the recommendations and data which I ~~xpa~~ have sent to Mr. Horn for the use of their attorney, Mr. Stiles. I have asked Mr. Ehlen to prod the ~~lax~~ lawyers but that seems almost an impossibility. We have been trying to get some supporting evidence on local rates. The B.L.S. has an office with the Wage and Hour and they are supposed to be collecting rates. They had nothing that would help us on the women ~~xxxxxxxx~~ consultants, the laboratory technicians and the production clerks (tool crib attendants). They do have data on clerical workers and the man here said I would have to write Mr. Harris in the Chicago office. I wrote Mr. Harris and received the enclosed reply yesterday. I am wondering if they do have any material on office workers wage by jobs, maximum and minimum rates and average, if there is any way we can get it for the Twin Cities area.

- reports are sent there for tabulating

Perhaps, Mr. Hinricks would release it to us.

--- Since I started to write this I have been asked about the employment of part time workers. Mr. Horn is considering it and I said I would try to get a copy of Miss Angus' report in a typed stage if it is ready for the printer.

I was sorry not to be able to get any of the "birthday" celebration speeches on our radio hook up here. Some local programs seem to be cluttering up and our radio seemed to be all static on outside stations.

Florence Burton, Mrs. Day - chief of the women consultants here, and Myrtle Kane and I had dinner together the other night. We all enjoyed being brought up to date by Florence Burton on community activities and inactivities. To-morrow - Sunday - Mrs. Kittle has invited Florence Burton and me to breakfast.

I am hoping for a final meeting of the rating committee to approve the suggestions for at least the production clerks and the laboratory technicians.

I suppose Miss Bagwell is in Chicago working on railroads or ordnance plants. Miss Nienburg was going to write her.

Since these recommendations of mine are sort of on the spot by invitation and change with the whims of some of the boys I hope it is O.K. for me to submit them to Mr. Horn and Mr. Ehlen without first sending them in. I assumed it would be all right as this job is a special procedure one.

Best wishes,

Affectionately,

Ethel E.

Reason for absenteeism?

P.S. Miss Kane has come in and says the girls are all on edge to-day. It is extra hot and they are threatening to strike and walk out of the offices if they don't get fans and screens. I think the long hours, and time spent in transportation and general shpping difficulties are beginning to tell.

U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON

DIVISION OF WAGE ANALYSIS,
ROOM 1212 MERCHANDISE MART,
222 WEST NORTH BANK DRIVE,
CHICAGO, ILL.

54

July 8, 1943

Miss Ethel Erickson, Field Representative
Women's Bureau - US Department of Labor
3233 Chicago Avenue
Minneapolis 7, Minnesota

Dear Miss Erickson:

This will acknowledge your letter of July 5th relative to wage rates in the Twin Cities area.

It is unfortunate that we are unable to supply the desired information at this time. Due to a ruling of the National War Labor Board, we are unable to publish this information or make it available in any form until wage brackets have been set for occupations in a given community. Of course, information is made available on a confidential basis, as soon as tabulated, to the Regional War Labor Board for use in arriving at proper wage brackets.

The local Board has suggested in similar cases that the firm arrive at rates which they deem appropriate for given occupational classes and submit these rates to the proper agency for approval. Such proposed rates may be determined by discussing the situation with the union or the employees concerned, or any other method deemed advisable. Requests for approval may be granted, denied, or granted in modified form.

I should add that a division of the War Department, under a Dr. Balderson of Philadelphia, has made surveys for War Department use in many cities throughout the country. It may be that such information has been obtained in Twin Cities. (No!)

I am sorry that we are unable to give you the exact data you requested. When you are in Chicago again, we would like for you to call at our office, and we will be glad to explain the current state of our program.

Yours very truly,

E B Harris
E. B. HARRIS,
Regional Wage Analyst.

WOMEN'S BUREAU
JUL 21 1943
DEPARTMENT OF LABOR

3233 Chicago Avenue South
Minneapolis, Minnesota
July 18, 1943

Dear Miss Anderson:

Friday morning, I talked with Mr. Robert Myers and Mr. Emmet Harris of the Chicago B.L.S. office. They at first did not believe they could get the Minneapolis and St. Paul office worker rates tabulated in time for the TCOP petition but Mr. Myers seemed anxious to be helpful and decided that they would tabulate 15 of the larger firms in the metal industry and have them ready by August first if not before.

In the afternoon I saw Miss Bagwell and she told me about her railroad contacts. She was wondering how far to go with the office workers and did not think she should do them in as detailed manner a Miss Nienburg had suggested. I showed her the set up the B.L.S. is using for office workers and she was going to see how much they might have on railroads.

Miss O'Connor was just back from ten days in Wisconsin where she had been fishing and swimming. She was as red as a lobster but said all her accumulated tiredness was gone. She asked for you and said she would like to have a chance to talk to you as she has a lot of things that worry her about Illinois and the world generally. Our desk is being put in her office and she said she'd be glad to have us as room mates.

I am enclosing some figures numbers, age, marital status, length of residence etc which I got on the TCOP from Mr. Wheeler of their industrial relations the other day. Mrs. Day had not had them before. They were just buried in the files. When she got them she wrote Mr. Horn the enclosed memo. Mr. Horn has been quite excited over a large number of women terminating in the last few weeks. Mrs. Day feels it is due to general weariness and accummulated home duties. She had felt that the 4th of July should have been a holiday and says she is going to push for Labor Day and also try to get more willingness developed to allow the women to take short vacations.

memo for file

My troubles with the office workers' rates are more than one-half getting the lawyers started. The first petition has not gone in as yet. I keep telling Mr. Stiles that I will be glad to help in any way possible, but he just procrastinates indefinitely. I am going to try to reach Mr. Horn to-morrow. Mr. McFarlane who is the chief of the rating committee just can't get used to women making as much as men. He is beginning to agree that the clerks are underclassified on rates and that something is done. I get swell co-operation and interest from everyone but the ones who are supposed to do the actual pushing. If I can get Mr. Horn aroused the fur will fly but I'm afraid the others would resent this and I'd rather go on a little more calmly as things are not calm when Mr. H. gets going.

Sincerely,

Ethel Erickson

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

WOMEN'S BUREAU
JUL 1 5 1943
DEPARTMENT OF LABOR

July 13, 1943

Dear Miss Anderson:

I have just talked to Miss Manning about the B.L.S. figures on office workers for the Twin City Area for supporting evidence for TCOP petition. I will talk with Mr. Ehlen, the general manager, and Mr. Stiles, the chief attorney, in the morning. If Mr. Stiles is still anxious to have this information on clerical workers, I will wire you and can be in Chicago either Thursday or Friday. Yesterday I saw some figures which the associated industries had gathered on clerical wages and to-day look over, the Industrial Conference Board report which gives figures for the Mpls. and St. Paul area. On the whole the TCOP rates are higher. The problem is getting the women up to the men and getting certain of the secretarial and stenographic rates changed.

I have telephoned all the division heads to line up their clerical set-up and their difficulties and I am in the process of interviewing each one and in some cases seeing the girls. There is lack of co-operation on the part of some of the men in industrial relations who can't swallow the idea of paying the women as much as the men. To-day they refused to allow one of the men to put on a woman in a responsible job in purchasing. The alibi was that I was going to make recommendations and until then they would not take a chance on putting a woman on until my recommendations for the whole white collar set-up were ready, etc. I have a good many backers in my fuss for the girls. Mr. Ehlen, the general manager, is gradually getting used to the idea. I have three division heads who are most anxious to re-classify some of their girls who are now doing work that was formerly done by men at higher rates to the men's scale. The rating people in Industrial Relations say it can't be done without approval but we may wear them down. They are less vociferous than last week.

Mr. Ehlen and Mr. Horn have turned the consultants, the laboratory technicians and production clerks over to Mr. Stiles for his petition. Mr. Stiles, unfortunately, moves in slow legal fashion.

I did not plan to get mixed up wkth collecting the supporting community evidence but the Industrial Relations men have been moving so slowly that I have tried to prod them and so went to see the BLS here as they did not know that such figures were being gathered and when I told Ind. Relations about it they thought it might be a windfall. The BLS did not or had not yet considered the groups which would be comparable to the Lab. Technicians, the Production Clerks and the Consultants. In fact, I do not think there is any group of any number around here on these jobs. However, they said they had a complete coverage on clerical workers, and I'll probably be on my way to Chicago.

I am enclosing the material I sent Mr. Horn and Mr. Ehlen on Laboratory Technicians. Mr. Ehlen has approved and also the division head for processing inspection and contol to approve.

Sunday Florence Burton and I had breakfast at Mrs. Kittle's. She showed me the outline you had sent her for getting background community material. Much of it can be obtained from reports at the WMC or the ~~office~~ Defense Health and Welfare Office. Mr. Frank Rarig is Director of the WMC and Mr. Fred Wilcox is director of Defense ~~Health~~ and Welfare Community War Services. Both have offices in the Midland ~~National~~ Bank Building, Minneapolis. Mrs. Kittle would like to have you write a letter introducing her to them. She would like to have copies. Also, she wondered if she should have credentials of some kind and asked me to ask you. She was quite emphatic on these two points, letters to Mr. Rarig and Mr. Wilcox and credentials. She knows Mr. Wilcox and has seen him. She, however, seems to want some formal introduction before she approaches them. I said that when I finished at TCOp I'd be glad to go done with her as I have called at both offices.

I am sorry Miss Manning and I had such a poor connection but we have been having a heavy rain storm, lightening, etc. since about 5.30 and it is just now letting up.

Florence Burton has had Miss Buchanan of Division of Standards here checking about six firms that have permission to work more than 54 hours a week. Florence B. said Miss B. used to work with Miss Miller in New York and she like her a lot.

Sincerely,

Ethel E.

WOMEN'S BUREAU
DEPARTMENT OF LABOR

3233 Chicago Avenue South
Minneapolis - 7, Minnesota
July 25, 1943

Dear Miss Anderson:

Your letter of July 20th was forwarded from the Chicago office and came yesterday. I feel that Indianapolis and Evansville, Indiana would yield a number of firms with long hours and extensive use of women. Miss Spring has our schedules of last winter which would indicate firms which might be covered. Also, I am sure that Chicago and other communities in Illinois would be significant. Then, too, Milwaukee and Wisconsin had a good many firms asking for long hours.

Miss Buchanan of the Division of Standards has recently covered six firms in this area which were suggested by Miss Burton.

I have been at TCOP another week and still have to spend a few more days there. I spent a good deal of time with the lawyers and the rating committee. The petitions on the laboratory technicians, tool crib attendants and women consultants have not yet been sent in. I made myself a general nuisance last week and spent about one-half of yesterday with Mr. Horn. He was much interested in my findings and accusations that women white collar workers were not getting a square deal if he really believed in Equal Pay. He dictated and made notes for at least a half dozen memos that were going out yesterday so I imagine some of the division chiefs will be ready to hang me to-morrow but there will be a few who will be very glad to have the policy made clear. I have promises that a number of women who are holding administrative positions will be raised at the next meeting of the rating committee and he, also, agreed that I should prepare cases on several other women. Mr. Horn fortunately does not see eye to eye with some of his division managers. I, also, had a session with the company's secretary and got in a little bit of educational missionary work on "equal pay" yesterday which apparently amused Mr. Horn.

Also, yesterday I think I convinced Mr. Horn that a woman should be on the grievance committee. I had had it suggested to him by a grape wine route and he had seen through it but agreed that it should be done. There was a vacancy on the grievance committee and a good for nothing man was being considered so Mrs. Day did a little sleuthing and stopped his approval until we could get a woman lined up.

One really learns a great deal by staying so long with one concern. It is revealing and I think worthwhile to actually see how the wheels and intrigues work. The chief difficulty is the secretary of the rating committee who has refused re-classification of women to higher positions on the basis that it would upset the apple cart generally if women were paid the same as men in the white collar positions. He is a Scotchman - Mr. McFarlane and I think he still needs a little watching until the petitions are actually gone and at least a few re-classifications made. A new rate structure for clerks, stenographers and secretaries is ready and I hope the rating committee will accept it on Friday with Mr.

Horn's Approval.

I should like to take next week beginning August 2d on leave and will plan to be in Chicago on the 9th if it is O.K. with you.

Sincerely,

Ethel Erickson

TWIN CITIES ORDNANCE PLANT

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, MINNESOTA

WOMEN'S BUREAU
AUG 2 1943
DEPARTMENT OF LABOR

July 31, 1943 - 7.15 A.M.

Dear Miss Anderson:

My driver had to be in at 6.45 a.m. so I am really working the plant shift this morning and was glad to get here an hour before the usual office hub bub begins. I am learning all the in and outs of the share the ride system - different drivers and such. My regular driver is on a vacation and when I go in with one of my evening drivers he likes to stop midway for refreshments which is an awful nuisances. I stay late occasionally and ride in on the station wagon or area bus which takes us to either Minneapolis or St. Paul depending on which city has the most passengers so it is always a guessing game where one may land.

Since I'm starting ina rambling state of pounding, a few more side-lights - I've really been much impressed and also concerned at how tired a lot of the women in the plant look. We are having a lot of terminations and Mrs. Day feels too that it is at least partly due to the fact that after a year or more a lot of women are completely tired out with the 6 day week and their long days. One has to add at least an hour and a half for transportation into the cities and for some it is more. Also, dispositions are a bit ragged on part of many. Two or three times in the last couple of weeks, women have almost staged sit-down strikes for minor grievances that if they were not tired they would not have made an issue of. // Yesterday in one of the buildings, the men adjustors received back pay checks as a result of a petition that had come through the Wage Administration Agency. The women operators remembered that they did not get retroactive pay when their raise came through and the fur surely flew for a while. I got in on some of it and Miss Cain spent most of the day try to calm things down. Another day some new machines which had been promised and which will take the strain out of one of the operations in packing did not arrive on schedule and the girls just announced they were through. Yesterday I had a delegation of girls from the tool cribs who were going to quit at once if they did not get 86¢ right away. They were tired of waiting for petitions to go through. Mr. Stiles, the chief attorney, came out and we had another of what Mrs. Day calls the Stiles' tissies. By afternoon he had agreed that he could find legal ways of giving the girls the raise by next pay day. I had always argued with him that it was straight substitution and equal work in quality and quantity with the men. I wrote him some more memos but I am afraid by this morning he may have changed his mind. He paced the floor one whole afternoon over the consultants petition till Mrs. Day whom I had sent for to add a little to my pleading finally told the legal counsel to sit down and produce a new bread of cats. We were tired of the old arguments and his fears. He may be a good lawyer but he certainly is a cautious one. I think he has put the final polish on the laboratory technicians but so far I've not able been to discuss the clerical one with him. He is so bogged down with the others that he can't be bothered. I have as usual been off the beam much of the time as far as clerical workers this week for the extras that seem to come up. I have my proposal for clerical workers about ready to discuss with the rating committee but they can't meet until Tuesday and then I've been involved with a plea from the girls who do the tool and gage inspection. They got the raise to 76¢ last winter but they want more as the men who do the same work get $ 1.26 an hour.

This last is a lovely situation. The job of tool and die inspection was set up originally as a machinists. It soon was apparent that it did not take the skills of a machinist so they put in the "boys" who had some political or other coloring which gave them a little favoritism and most of these were x-auto salesmen, clerks etc. It was a little garden of Eden for the boys at $ 1.26 per hour. Unfortunately, they let Eve in but only paid her 60¢ and then 76¢! The girls have done a much better job than the men and now they want the pay. The whole group called the other day and came over after the first shift. I suggested they draw up their own petition and gave them a rough outline. They wrote the enclosed and I think they did a swell job of stating their own case. Mr. Horn is out of town so I have not had a chance to talk to him. It upset Mr. Stiles when I told him about it. Mr. Ehlen the general manager got a good laugh out of it but thinks something must be done. The girls would probably be satisfied with 86¢ but they can't forget that the men get $ 1.26. I asked them if they men did any lifting for them and they said when they decided some time ago to ask for more, they decided not to let the men do any lifting for them and have been most careful not to leave this loop hole for a different job. They take less or two girls help when there is any lifting. They are an articulate group and I got a real kick out of them.

When I told Mr. Ehlen yesterday that I was trying to finish up he insisted that there were still things to do and that I could not leave the women in the hands of the lawyer. However, I am trying to finish up but would like to see Mr. Horn before I leave and he may not be back until August 9th. He is have a ten day fishing trip at everyone's urging as he, too, was tired of trying to please the works and get things done. I do not know what other things Mr. Ehlen has in mind. I will not be able to start on my leave Monday as I have to work on a few individual cases that are asking for reclassification under existing codes and then there is the meeting with rating and management committees but I hope to finish up sometime in the week. Mr. Ehlen wanted to wire you yesterday but I said I could stay a few days next week and cut my leave. I am sorry to be so slow and to get so involved here but they seem to take if for granted that I can stay indefinitely.

So far the figure have not come from the BLS for the office workers.

I'll be very glad to do anything I can for Miss Kiehl and show her around. I've not heard from Miss Bagwell but neither have I written her since returning from Chicago.

The office shift is beginning to arrive so I'd better get down to my regular routine.

I talked with Mrs. Kittle as she called to check on her report about the Gopher Ordnance Plant. It has never operated and probably never will. It apparently was a mistake but occupies some of the finest farming land in the State at Rosemount.

Best wishes - sincerely,

Ethel Erickson

P.S. One of the consultants here has done an awfully good job of putting sort of morale messages on her bulletin boa rd in one of the buildings and I am going to go over and copy from her files some of things as I thought Miss Robinson might be interested in them for some of her lighter leaflets.

New Brighton, Minnesota
TCOP - Friday, August 6, 1943

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Dear Miss Anderson:

I am afraid you will be horrified to find I am still here but getting away is more than I can effect. A few minutes ago I was saying "Good-bye" to the girls in Mrs. Day's office, when the secretary of the rating committee called and said the lawyers wanted to change the Laboratory Technician petition and would I please help the little girls by coming out in the morning as they wanted my report to be changed in line with the rating committee's recommendation. Then, Miss Robertson, secretary of the Federal Cartridge Company, called and said Mr. Horn would not be back in town until Thursday of next week and he especially wanted to see me.

Every day this week they have drummed up something for me besides meetings with the rating committee on clerical workers. My recommendations on clerical workers which are enclosed have been approved by the rating committee and now I am trying to find away to avoid having to send in a petition to the Wage Administration Agency as the girls are clamoring for increases. I feel the office girls have been definitely underclassified and that the trouble is not so much with the~~ir~~ company classifications as their allocations to classifications as far as women are concerned.

I feel that if the recommendations finally go through we will have helped a sizable group of women to get increases and it is something concrete. It will make me one week later at getting to Chicago and I will try to be firm that I must leave. Mrs. Day and Miss Cain are sure they could keep me busy here for the duration.

The first girls went to work to-day in the powder handling area as powder canners in the primer ~~area~~ storage. The standard rate for this job is 92 cents and the two girls who went on came in at the end of the shift and said they had received many dirty looks from the men. It is a hazardous job but no strain other than the danger of explosion.

I had quite a struggle over the Time Clerk series but finally won out with the rating committee. Men had been paid more than women and the better paying jobs had been definitely closed to women along these lines. The executive manager - title for office and business manager at TCOP - is Mr. Cushman, formerly of the Cushman Bakeries in Philadelphia and New York. Timekeeping is one of his departments and it is hard for him to accept 82 cent an hour and up for women after bakery wages but he has been very gracious the last week and supported me finally in my demands. I, also, got him to increase some girls who were serving as account clerks but not getting the rate. Filing also, is his province and I've asked him to promote the girl in charge to a supervisor or a principal clerk. She does a lot more than some of the men who get twice as much. I've spent a lot of time on individual cases where the remedy seemed to be re-classification rather than changes in rates and promotions. Some of these I've kept records of and others not. Of those for which I had records I'm enclosing copies so you can get an idea of what I've tried to do. I know they are of no statistical or report value.

From the Associated Industries in Minneapolis, I secured the enclosed reports on a recent office workers wage survey as I thought it would be of interest to the Bureau. Some of the wages are given separately for men and women. Mr. Locke, aleo, gave me/a copy of machine shop survey which shows the basic rates of men and women separately.

I sent Mr. Horn the typed copy on Part-time workers and it is one of the things he wants to talk with me about. For a while a few weeks ago they were having a lot of terminations and he got the idea of trying out some women on a part time basis. I do not see how it would be practical here unless they were on some basis such as 3 days a week as the time spent in getting to and from the plant is too great.to make it worthwhile for women to come out for a short shift.

I am enclosing a copy of the material which the BLS prepared especially for us. I have not yet acknowledged it but will write and thank Mr. Harris to-night. (Imissed my 4.30 ride so will have to stay here till 6.30 or possibly 8.00 - one of the difficulties of a country location.)

Ratio

I forgot to mention that we finally convinced the attorney, Mr. Stiles, that the women tool crib attendants, could be increased to 86 cants without a petition. He agreed verbally last week but it was not until more prompting and pushing this week, was exerted that he finally put his opinion in writing so the raises could go in effect. Mr. Stiles is one person who will welcome my leaving. He assured me yesterday that his faith in human nature was being lost - everybody was avidly chasing the defense dollar. I would like to know his aalary. He spent five weeks on one petition and I call him every other day to find out what is happening to the women's petitions.

Probably have written you/before that Mr. Alfred Smaltz - assistant to Mr. Horn is a friend of Miss Valentine. He has spent many holidays at her home and yesterday he came in and said he was wishing he could drop in on her. If you should be writing her, please tell her that "Heinie" Smaltz send his bests to her. Miss Caroline Wilson stayed with him in Russia for several months. He, also, knows Miss Obenauer or at least has met her. Mr. Smaltz is out at the plant temporarily on employment problems.

I'll take leave next week but probably will have to come out here once or twice as long as they can reach me by telephone. Miss Cain wants me to see about some women grinders whom she feels are not getting a fair deal and she thinks I might push it a little if I will support her by talking to the union representative. The plant now has an A.F.of L. contract.

I'll surely be in Chicago on the morning of the 16th.

Sincerely,

Twin City

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L. Horn, President

June 26, 1943

Miss Ethel Erickson
U. S. Department of Labor
Twin Cities Ordnance Plant

Dear Miss Erickson:

Thank you very kindly for the note and the memorandum. Will you kindly send to me five or six additional copies of Mr. Davis' letter.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

B693 - NWLB
Finding - [illegible].

Thurs a.m.

Dear Rachel:

I'm in a general battle of the sexes here. A lot of funny things have been happening which it would be fun to talk over. Anyway, these top management I've had the screws put on some of the boys and we are going ~~to~~ actually to get moving on the petition for increases for women tool crib attendants, production clerks, time-keepers and woman consultants. The petition must be ready by next Wednesday.

Next to I hope to get busy on administrative & plant clerks.

The reason for this is that Mr. Horn would like 5 or 6 copies of B693 - War Labor Board reply to [illegible] in respect to Miss Anderson's memo on December 16. If possible will you get copies and either send them direct to Mr. Horn or to me.

It is cool here but there had been a week of 90 to 96 just before I got home.

Sorry I didn't see you more.

Love,
Ethel

Sent air mail 7/3 WM

2:30 pm

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

Files
Fed Cart Co

FROM Labor Department

BUREAU Women's

CHG. APPROPRIATION Salaries & Expenses

U. S. GOVERNMENT PRINTING OFFICE 10—1723

June 26, 1943

Mr. Charles L. Horn
Federal Cartridge Co.
Foshay Tower
Minneapolis, Minnesota

ERICKSON DELAYED BY SPECIAL ASSIGNMENT HERE. WILL RETURN TO YOUR PLANT JUNE 30.

MARY ANDERSON

EE:IS

Twin City

June 18, 1943

Mr. Charles L. Horn, President
Federal Cartridge Corporation
Twin Cities Ordnance Plant
Minneapolis, Minnesota

My dear Mr. Horn:

I have your request of June 14 that Miss Ethel Erickson return to Minneapolis to complete the work she has commenced.

It is understood here that when our conference is over Miss Erickson will go back and complete her work at the Twin Cities Ordnance Plant.

Sincerely yours,

Mary Anderson, Director

MA:IS

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L Horn, President

June 14, 1943

WOMEN'S BUREAU
JUN 17 1943
DEPARTMENT OF LABOR

Miss Mary Anderson
Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

Miss Ethel Erickson has returned to Washington for a conference. We ask that you permit her to come back here and complete the work she has commenced. Thank you, we remain,

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

Twin Cities

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.

Charles L. Horn, President

WOMEN'S BUREAU
JUN 11 1943
DEPARTMENT OF LABOR

Thursday morning
June 10, 1943

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

To—		From—	Re Attached Please—
✓	~~Anderson.~~		Approve
✓	~~Nienburg.~~		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
✓	~~Manning.~~		Would like to discuss
	Mettert.		File
	Pidgeon.		Date
	Robinson.		
	Smith, F.	✓	Note: You will be interested in Lowrie letter - send to files
✓	~~Spring.~~		
✓	~~Stitt.~~		
	Files.	✓	

GPO 16—24460

(June 12 '43)

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I can finish the task Mr. Horn and
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, etc. The first of July, women are
mixing area and the superintendent has
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Twin City

WOMEN'S BUREAU
JUN 11 1943
DEPARTMENT OF LABOR

HI-POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.

Charles L. Horn, President

Thursday morning
June 10, 1943

Dear Miss Anderson:

I have been out at the plant since Monday afternoon and unless the unforeseen should happen do not believe I can finish the task Mr. Horn and Mr. Ehlen have outlined for me though it is a bit vague. I saw Mr. Horn down town Monday morning and came out to the plant in the afternoon. Everyone as usual is most cordial. Monday was sort of a continuous reception and I am afraid most of Tuesday was seeing people who came by and stopped in to tell me about what had happened in their departments. I had to go out and see some new jobs for women in the tool shop, see the guardettes, the new lunch wagons, the new training quarters, new records, etc. The first of July, women are going to be employed out in the powder mixing area and the superintendent has invited me to come out and talk over their set-up.

The actual job which I am supposed to be doing seems to be in trying to get a change in set-up - grade and rate-for production clerks, tool crib attendants, laboratory aides, and the general mess of clerks with a few special cases. Also, the women consultants are expecting that as a result of my visit they will be put on the same basis as the men. As it is they are receiving a lot less. Mr. Ehlen feels that my contribution is going around talking to all the superintendents and many of the supervisors and letting them talk themselves out on some of their traditional ideas that women should not be paid the same as men. It is time consuming. Yesterday morning Mr. Ehlen asked me to spend the morning in the priority office. A woman really carries the supervision of the office and is rated as a clerk. She was threatening to leave to-day unless something was promised her. My feeling was that the whole priority office is over supervised with this woman actually doing most of the work and having a rating below all the men. Mr. Ehlen promises to do something but does not want to do anything till all my recommendations are in. To-day I am going out to several buildings on tool crib attendants. This morning I found a note from several of the women consultants telling me how glad they were that I'd come and that now had hopes that they would be at least classed as high as the operators. Yesterday, I was stopped by some men in the time office who wanted to know if they were to be completely disregarded. It is all interesting and I hope that by the time I come in for the conference I will have begun to get a few ends untangles. Miss Cain is going to get out some letters to other Small Arms Ammunition Plants to ask for copies of their clerical wage schedule. We will need them to accompany the lawyers' brief.

I do think Miss Cain is doing a good job here. We went out into the area together yesterday and I really feel much more impressed with her. She is very anxious to get some adjustments for the women who were not covered last winter and says it has been hanging fire for the last three months and that Mr. Horn has held out waiting for the W.B. representative to put the final something. The lawyer, Mr. Stiles, is in a much more co-operative frame of mind that last fall.

With the time it takes to get around the area and talk to the various superintendents and supervisors, I can't see any hopes of finishing by the time I come in for the conference. Beginning to-day, a visiting delegation of general managers and officers from other small arms ammunition plants are to be here and I may see some of them and it will be practically impossible to see the top management. Monday the Army-Navy E is to be award which will keep things upset with visiting delegates and such so even if I had the data ready for the rating committees I know they would not have time to consider it. I trust if is O.K. for me to return after the conference or if you prefer I could just stay on and miss the conference.

I am having dinner with Florence Burton to-morrow night and she is going to try to get Mrs. Kittle to join us or we will go out and call on her after. dinner.

Wired
in schedule
OK

It is very nice to come back to a plant where the "welcome" is so cordial. They have almost 25,000 employed now and I think about 60 percent are now women.

Will you please let me know if it is O.K. to plan to return. I do not know what else we could plan to do. I am sorry to be so slow but the Women's Bureau has been held out to these groups as the agency that was going to make the recommendations. They really are not badly paid but it is the inequities in rates for salaried and operating jobs and women and men.

Sincerely,

Ethel Erickson

June 12, 1943

Miss Ethel Erickson
3233 Chicago Avenue So.
Minneapolis, Minnesota

AIR MAIL, SPECIAL DELIVERY

Dear Miss Erickson:

Just a note to tell you that I consider it very important that you return after the meeting to the Federal Cartridge Corporation to finish the work there. I feel that work like that is as important as anything we can do.

Looking forward to seeing you next week, and with best wishes,

Sincerely yours,

Mary Anderson, Director

MA:IS

Twin Cities

May 12, 1943.

Mr. Forrest Wheeler,
Twin Cities Ordnance Plant,
Minneapolis, Minn.

My dear Mr. Wheeler:

We were interested in the figures you sent us on the extent of female absenteeism in your plant . As the necessary family shopping is usually the woman's job, the marked increase in women's absenteeism the day after pay day is probably unavoidable, unless the shopping facilities for working women in Minneapolis are more adequate than in other war industry areas.

We are enclosing our leaflet on absenteeism. It may be of use to you as it briefly summarizes the causes of and suggested methods for reducing absenteeism.

We appreciate your compiling these figures for us and we will be very glad to receive from you any material relating to your women workers.

Miss Erickson is in the field and I am sure will be pleased to hear of your reference to her work in your plant.

Sincerely yours,

[illegible]

MA/[illegible]/nb

Mary Anderson, Director.

TWIN CITIES ORDNANCE PLANT

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, MINNESOTA

May 3,1943

WOMEN'S BUREAU
DEPARTMENT OF LABOR

U. S. Department of Labor
Women's Bureau
Washington, D. C.

Attn: Miss Mary Anderson, Director

Dear Miss Anderson:

Mr. Charles L. Horn, President of the Federal Cartridge Corporation, referred to me for reply your letter of April 13,1943 with particular reference to your last paragraph:

> "Any data with a sex break-down that you have available is of great interest to us. Have you any recent reports on the rate and causes of absenteeism by sex and the methods you are using to reduce same? If so, we would like to add the report from your plant to our absenteeism file, it is so difficult to secure factual material on this subject."

We are pleased to submit herewith a few figures pertaining to female absenteeism. These figures were obtained from the Statistical Office of Mr. Dean Holm:

1. "The Percentages of Females Employed to Total Employment at the T.C.O.P. are:

January	47.46%	March	50.33%
February	48.48%	April 1-17 Incl.	51.77%

This is an increase in the Percentage of Females Employed of 9.0%.

2. The Percentages of Females Absent because of Sickness based on the Total Number of Registered Employees are:

January	.86%	March	.86%
February	.85%	April 1-17 Incl.	.92%

This is an increase in Percentage of 7.0%.

3. The Percentages of Females Absent because of Sickness based on the Total Number of Sick Absentees also increased. The figures are:

January	69.34%	March	74.49%
February	69.40%	April 1-17 Incl.	76.15%

This is an increase in Percentage of 10.0%.

Attached is a photostatic copy of our Chart #140, showing the Percentage of Daily Absentees, which may be of interest to you. This chart covers the detailed figures for the Month of March, but it is typical of all months."

In checking our records on absenteeism for all employees (both men and women), we find for the purpose of comparison the following:

(A) Highest degree of absenteeism for all causes occurs on Saturday after Pay Day and is approximately 5%.

(B) The absentee rate for Friday Pay Day is approximately 2.5%.

(C) The average for March for sickness and personal reasons only is 2.4%.

I note in your letter a reference to Miss Erickson, whom I had the pleasure of working with when she was here. I have been looking forward to her return.

Sincerely,

Forrest Wheeler
Forrest Wheeler

FW:ln
Inc.

These details are attached to schedule

Twin Cities

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L Horn, President

WOMEN'S BUREAU
APR 23 1943
DEPARTMENT OF LABOR

April 21, 1943

Miss Mary Anderson
Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

This is with reference to your letter of the 13th. We will supply you with the information which you requested.

I noticed the other day that our production employment is 57% women and we are gradually increasing.

noted on code card in antic emp

The other information which you ask about will be supplied in a short time.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

Mrs. Sprung's copy

April 13, 1943.

Mr. C. L. Horn, President,
Federal Cartridge Corporation,
Minneapolis, Minn.

My dear Mr. Horn:

We were very glad to receive your letter in regard to the "Cannon and Small Arms" report. You are quite right, this report covered the manufacture only of cannon and small arms and not the ammunition plants.

The proportion of women on production (50 percent in your letter) in your plant exceeds the average for the country as a whole in the small arms ammunition industry, as the following figures show:

Proportion of women factory workers to total factory

1942		
	October	39.9 percent
	November.......	42.5 percent
	December	43.6 percent
1943		
	January	43.8 percent

Miss Erickson is most enthusiastic about the 100 percent cooperation she received from you and your staff while surveying your plant, and she thoroughly enjoyed her work with you. I am sure it will be one of the high-lights of her war work.

Any data with a sex break-down that you have available is of great interest to us. Have you any recent reports on the rate and causes of absenteeism by sex and the methods you are using to reduce same? If so, we would like to add the report from your plant to our absenteeism file, it is so difficult to secure factual material on this subject.

Sincerely yours,

MA/IAS/nb

Mary Anderson, Director.

Twin Cities

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L. Horn, President

April 17, 1943
Dic't. 4/16/43

Miss Mary Anderson
Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

This will acknowledge receipt of your letter of the 15th. Although we regret to have to wait so long for Miss Erickson, we will do so. She has done a splendid job and we need her badly.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

WOMEN'S BUREAU
DEPARTMENT OF LABOR

CLHorn:G

Twin Cities

April 15, 1943

Mr. C. L. Horn, President
Twin Cities Ordnance Plant
Federal Cartridge Corporation
Minneapolis, Minnesota

Dear Mr. Horn:

I shall be very glad indeed to have Miss Erickson do the job analysis of the office workers in your plant, but it will be impossible for her to return to Minneapolis for six weeks or possibly two months, if that will be satisfactory to you. We want very much to cooperate with you in your desire to equalize the positions among the clerical workers.

Sincerely yours,

Mary Anderson, Director

MA:IS

HI·POWER

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, U.S.A.

Charles L. Horn, President

WOMEN'S BUREAU
[illegible]
DEPARTMENT OF LABOR

April 10, 1943

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I have your letter of the 6th. We are very familiar with Miss Florence Burton and like her very much but we are anxious to have Miss Erickson because of the work which she has done here. The people know of her and her fairness.

Isn't there some way to get Miss Erickson released from her work so she can come back here? We would be glad to wait a short time, if that is necessary. We have so much confidence in her we feel it is desirable that she come and see us.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

Files

HI·POWER

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, U.S.A.

Charles L. Horn, President

WOMEN'S BUREAU
[illegible]
DEPARTMENT OF LABOR

April 6, 1943

Miss Mary Anderson
Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

On March 20th we wrote a letter to you regarding the services of Miss Ethel Erickson in our plant. Up to the present time we have had no reply. We are anxious to have some information regarding the subject.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

Please Help us out

April 13, 1943.

Mr. C. L. Horn, President,
Federal Cartridge Corporation,
Minneapolis, Minn.

My dear Mr. Horn:

We were very glad to receive your letter in regard to the "Cannon and Small Arms" report. You are quite right, this report covered the manufacture only of cannon and small arms and not the ammunition plants.

The proportion of women on production (50 percent in your letter) in your plant exceeds the average for the country as a whole in the small arms ammunition industry, as the following figures show:

Proportion of women factory workers to total factory

1942		
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1943		
	January	43.8 percent

Miss Erickson is most enthusiastic about the 100 percent cooperation she received from you and your staff while surveying your plant, and she thoroughly enjoyed her work with you. I am sure it will be one of the high-lights of her war work.

Any data with a sex break-down that you have available is of great interest to us. Have you any recent reports on the rate and causes of absenteeism by sex and the methods you are using to reduce same? If so, we would like to add the report from your plant to our absenteeism file, it is so difficult to secure factual material on this subject.

Sincerely yours,

MA/IAS/nb

Mary Anderson, Director.

HI·POWER

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, U.S.A.

Charles L. Horn, President

WOMEN'S BUREAU

April 7, 1943

U. S. Department of Labor
Women's Bureau
Washington, D. C.

Attention: Miss Margaret Kay Anderson

Dear Miss Anderson:

I have your release."Employment of Women in the Manufacture of Cannon and Small Arms in 1942." Evidently this survey was made at the plants manufacturing guns. I was interested in the percentage of women and men in production.

In this plant, the Twin Cities Ordnance Plant, the percentage at the present time is approximately 50% women and 50% men, and the women are gradually increasing. If this was added to the survey made in the other plants, it would change the percentages and show that the companies are attempting to add women workers to their manufacturing lines.

Miss Erickson made an excellent study of our plant and I am confident it has been of interest to you.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

Twin Cities

April 12, 1943.

Miss Cecil E. Newman
Director of Negro Personnel
Industrial Relations Division
Twin Cities Ordnance Plant
Federal Cartridge Corporation
Minneapolis, Minnesota.

Attention: Mr. Charles L. Horn

My dear Miss Newman:

Your letter of April 7 with the information concerning Negro women employed in your plant was received.

We appreciate your sending it very much as we are trying to find out as much as possible about the employment of Negro women and the type of work they are doing.

Sincerely yours,

erb

Mary V. Robinson, Chief
Division of Information

TWIN CITIES ORDNANCE PLANT

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, MINNESOTA

April 7, 1943

WOMEN'S BUREAU
APR 10 1943
DEPARTMENT OF LABOR

Miss Mary V. Robinson, Director
Division of Public Information
United States Department of Labor
Women's Bureau
Washington, D.C.

Dear Miss Robinson:

Mr. Charles L. Horn, president of the Federal Cartridge Corporation, and prime contractor of the Twin Cities Ordnance Plant at New Brighton, Minnesota, has asked me to reply to your letter of March 25, and to give you information about our Negro women employees.

Of the more than 750 Negro employees, about 500 are women. They are employed without consideration of race or color in practically every building and department in the war plant area.

Negro women can be found working in every department, on every shift, and on every operation from the first draw through to final visual inspection in both the 30 caliber and 50 caliber buildings. They work in the hazardous area, the I.B., Tracer charge and Loading wings, etc., in fact, wherever there is production. There are Negro women nurses in first aid stations, and Negro stenographers in administrative areas.

On every shift in the inspection department Negro women are employed both by Federal Cartridge Corporation and by the United States Government in its Ordnance department. We have a Negro woman supervisor of matrons, and forewomen and inspectors of custodial service. Negro women in a small number are employed in the cafeterias as cooks, waitresses and bus girls. There is also on the administrative staff a woman who is assistant to the writer, who is primarily concerned with assisting women to make a more rapid adjustment to the often new and complex environment of the industrial plant.

An excellent job is being done by our Negro women. We have reports such as: "If I had fifteen more girls like___________, I could run the department with half the number." Another Negro operator has lead production over that of all three shifts performing the same operation.

"Democracy at Work" can be seen throughout this plant, therefore, it gives me very great pleasure to answer your request. If there is any further detailed information that your department may require, please feel free to communicate with us.

Very truly yours,

Cecil E. Newman
Cecil E. Newman
Director of Negro Personnel
Industrial Relations Division

CEN:ens

cc Mr. Charles L. Horn
Mr. Robert B. Ehlen
Mr. Oscar H. Sell

March 25, 1943.

Mr. E. A. Purdy
Assistant to the President
Twin Cities Ordnance Plant
St. Paul, Minnesota.

My dear Mr. Purdy:

We understand that Twin Cities Ordnance hires a number of Negro women and we are very interested to know what jobs they are doing and how well they are doing those jobs. Would you let us know?

We are tring to get all the information possible from firms employing Negro women as to their capability.

We shall appreciate your cooperation very much.

Sincerely yours,

erb

Mary V. Robinson, Director,
Division of Public Information.

Twin Cities

April 6, 1943

Mr. C. L. Horn, President
Twin Cities Ordnance Plant
Federal Cartridge Corporation
Minneapolis, Minnesota

Dear Mr. Horn:

I have been slow in answering your letter because I had hoped that I could promise you Miss Erickson, but I find that it will be sometime before she can return to Minnesota. She is now in Utah helping the Ordnance Department, as well as the Navy, in inducting women and classifying them. It is not likely that Miss Erickson could be back in Minnesota for several months.

If your work is very urgent, and I feel of course that it is, I wonder if you feel that we could ask Miss Florence Burton, Chief of the Division of Women and Children, in the Department of Labor and Industry in Minnesota, to help you in getting your clerical help properly classified?

Would you let me know what you think of this suggestion?

Sincerely yours,

Mary Anderson, Director

MA:IS

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

To—		From—	Re-Attached Please—
	Anderson.		Approve
✓	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
	Manning.		Would like to discuss
	Mettert.		File
	Pidgeon.		Date
	Robinson.		
	Smith, F.		Note: Has not been answered. Miss E talked to her over phone so he knows she was going to
	Spring.		
	Stitt.		
	Files.		

GPO 16—24460

Return to Miss Anderson in Wash.

OWER
DGE CORPORATION
RDNANCE PLANT
POLIS, U.S.A.
Horn, President

20, 1943

Washington, D. C.

Dear Miss Anderson:

We are very anxious to have a survey made of our clerical jobs, more particularly women clerical positions, Building #105, New Brighton, Minnesota. Because of the good work and fine cooperation shown us, we would like to ask that Miss Ethel Erickson be assigned to this work. We are very anxious to have her come back here.

She is a very understanding investigator for the Department of Labor, and one in whom we have utmost confidence. We are very anxious to get these people properly classified, and we wonder if it would be possible for us to have Miss Erickson again.

Kindly advise me at once.

Yours very truly,

TWIN CITIES ORDNANCE PLANT
Federal Cartridge Corporation

President

CL Horn:deh

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L. Horn, President

March 20, 1943

Miss Mary Anderson
Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

We are very anxious to have a survey made of our clerical jobs, more particularly women clerical positions, Building #105, New Brighton, Minnesota. Because of the good work and fine cooperation shown us, we would like to ask that Miss Ethel Erickson be assigned to this work. We are very anxious to have her come back here.

She is a very understanding investigator for the Department of Labor, and one in whom we have utmost confidence. We are very anxious to get these people properly classified, and we wonder if it would be possible for us to have Miss Erickson again.

Kindly advise me at once.

Yours very truly,

TWIN CITIES ORDNANCE PLANT
Federal Cartridge Corporation

President

CL Horn:deh

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no answer
nees.
Twin Cities

WOMEN'S BUREAU
DEPARTMENT OF LABOR

HI-POWER

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, U.S.A.

Charles L. Horn, President

April 3, 1943
Dict'd. 4/2/43

Miss Mary V. Robinson, Director
Division of Public Information
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Robinson:

Your favor addressed to Mr. Purdy in regard to negro women employees is being forwarded to Mr. C. E. Newman, who is in charge of Industrial Relations - Negro Personnel, as well as his assistant, Mrs. Williams, both of whom are capable of handling and answering your letter, and I am sure they will give you all the facts at once.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:tm

cc: Mr. C. E. Newman

material received

Files

December 21, 1942

To: Miss Nienburg
From: Alice Angus

Re: (1) Procedure for Wage Adjustments in Government-owned, Privately-operated War Plants; and (2) Status of Twin Cities Ordnance Plant Case.

(1) Procedure: War Labor Board General Order # 14, copy attached, delegates to the Wage Administration Section of the War Department the power to rule on all wage adjustment applications involving employees of Government-owned, Privately-operated War Plants. Mr. Friden, attorney for the War Labor Board (telephone, War Agencies 71421), states that applications for wage adjustments under General Order # 14 are now sent direct to the War Department; the War Labor Board does not have a record of them or any connection with the matter except as it may come up on final appeal.

The following procedure has been established by the War Department pursuant to War Labor Board General Order # 14, for wage adjustments in Government-owned, Privately-operated War Plants. This information was obtained from Captain Ballon, Civilian Personnel Division, Services of Supply, War Department (telephone 73629), and from Major Brennan, Labor Relation Section, Ordnance Division, War Department (telephone 3789):

(a) Each privately-operated, Government-owned War plant has a Commanding Officer in charge stationed at the plant, who must first approve employer's application for wage adjustment.

(b) The application is then sent to the Field Director's Office. The address of the office to which the Twin Cities Ordnance Plant's application would be sent is: Field Director's Office, Small Arms Ammunition Plants, Ordnance Division, War Department, Ayer Building, Philadelphia, Pa. This office handles the application in a routine capacity only, and transfers it to Washington.

(c) In Washington, the application goes to the Labor Relations Section, Ordnance Division, War Department. Major Brennan (telephone 3789) has knowledge of all applications filed with this Section. The Labor Relations Section passes on the application.

(d) The application is then sent to the Wage Administration Section, War Department, which reviews the recommendations of the Labor Relations Section, and makes the decision.

(e) If the parties are dissatisfied with the decision, they may appeal, - first, to the Appeals Committee, outlined in General Order No. 14, which has power to pass on rulings of the War Administration Section of the War Department; and second, to the War Labor Board itself. This is the first and only connection the War Labor Board has with the case.

(2) Status of Twin Cities Ordnance Plant case: The letter of December 1 from the Twin Cities Ordnance Plant to the Women's Bureau states that the application was "submitted to the Contracting Officer on November 30, 1942". Presumably, this means the Commanding Officer at the plant.

Major Brennan of the Labor Relations Section, Ordnance Department, states that the application has not yet reached that section. Normally, he said, the Field Director's Office in Philadelphia sends on an application as soon as it is received from the Commanding Officer. However, in view of the urgency of this case, he will get in touch with the Philadelphia office to see if it was received there. He also said that The Commanding Officers stationed in war plants have had explicit instructions as to procedure to be followed for wage adjustment applications, so that plants know what should be done.

Twin Cities

Turner.

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L Horn, President

December 14, 1942

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

Thank you very kindly for your favor of December 9, 1942. We are sending forward today to the War Labor Board the adjustments in accordance with the ruling of the Board, covering the increases of pay to women who have accepted men's jobs.

We are very anxious to have you do all you can to get the increases we ask for as soon as possible. They are very important to us, as the situation is causing conflict at the present because some of the women are receiving higher wages than others.

Yours very truly,

TWIN CITIES ORDNANCE PLANT
Federal Cartridge Corporation

President

CL Horn:deh

Files

Twin Cities

December 9, 1942

Mr. Charles L. Horn, President
Federal Cartridge Corporation
Twin Cities Ordnance Plant
Minneapolis, Minnesota

My dear Mr. Horn:

I was very pleased to know that you found Miss Erickson's and Miss McCabe's work helpful and well done, and I appreciate immensely your letter to that effect.

Your lawyer sent me a copy of the brief presented to the War Labor Board in behalf of the same pay for women as for men. We are very glad to have that and also to help in putting that through.

The War Labor Board, in their Order No. 16 of November 25, 1942, authorized employers to "make wage or salary adjustments to equalize wages of women with those of men for comparable quality and quantity of work without the Board approval." Such adjustments, however, according to the ruling, must be reported to the Board.

If there is any way that we can be helpful to you at some further time, please call on us.

With best wishes,

Sincerely yours,

Mary Anderson, Director

MA:IS

Exhibit 5

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L Horn, President

November 28, 1942

Miss Mary Anderson
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

Miss Ethel Erickson has finished her work at this plant. One month ago she came here at my request to handle a very difficult task. She has not only handled it ably but to the entire satisfaction of this organization. We have tried in every way to give Miss Erickson all the information she required. In fact, I believe she will tell you we went further than that and gave her information which perhaps she did not even want as we wanted the job done in such a manner that there could be no criticism at a later date.

Miss Erickson and her assistant, Miss McCabe, have been very gracious and very helpful. We believe the work done by Miss Erickson has pioneered work in the ammunition plants insofar as women replacing men. I think Miss Erickson will tell you this assignment has been a very happy one and we, in turn, will be pleased to have her return at any time she desires.

We are sending you two copies of this letter and if you care to do so, we would like to have you send one copy to Miss Perkins, Secretary of Labor.

We close this letter by thanking you for making this survey possible. No doubt you will receive a report from Miss Erickson but we want you to have our letter before she makes her report.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

Twin Cities

HI-POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L. Horn, President

December 1, 1942.

Miss Mary Anderson,
Women's Bureau - United States Department of Labor,
Washington, D.C.

Dear Madam:

In re: TWIN CITIES ORDNANCE PLANT
FEDERAL CARTRIDGE CORPORATION

Application for War Labor Board Approval
of Wage Raises

We enclose herewith for your files and records copy of the Application of Federal Cartridge Corporation, as Operator of Twin Cities Ordnance Plant, for approval by the War Labor Board of increases in wage rates for classifications Operator II and Inspector II, submitted to the Contracting Officer on Nov.30,1942.

This is sent at the request of Miss Ethel Erickson, whose aid and suggestions have been very valuable to us. If we can be of further service, kindly so notify us.

Yours very truly,

TWIN CITIES ORDNANCE PLANT
Federal Cartridge Corporation

By Roy C. Stiles
Attorney

RC Stiles:ay

Twin City
Minnesota

EXHIBIT I.

Women's Bureau
U. S. Department of Labor
Washington

November 23, 1942

Memorandum to: Mr. Charles L. Horn
Mr. R. B. Ehlen

From: Ethel Erickson, Women's Bureau
U. S. Department of Labor

EMPLOYMENT OPPORTUNITIES FOR WOMEN OTHER THAN THOSE ALREADY DISCUSSED IN JOBS WHERE WOMEN HAVE BEEN SUBSTITUTED FOR MEN.*

General

Job evaluation for rates should consider such factors as

1. Skill including training, experience and ingenuity required.
2. Effort - both physical and mental.
3. Responsibility for equipment, materials and goods in process and the work and safety of others, and
4. Working conditions and unavoidable hazards.

A general appraisal of the wage structure of the plant discloses inqualities in rates based on sex. In establishing the basic wage for this plant, the lowest rate for male labor-movement was set at 74-82 cents an hour while for women operators and inspectors it was 60 to 66 cents an hour. The lowest permanent rate for a male machine operator was set at 82 cents even though the skill, effort, responsibility and working conditions were quite similar to those required of women for 66 cents. Now when women are taking over work which was first considered suitable only for men, the inequities become apparent.

On the payroll of November 7, 1942, women composed 44 percent of the entire force. Approximately 10 percent of the women were in administrative and maintenance departments. Considering only the production shops slightly more than one-half or 54 percent were women. Operators and inspectors comprised 94 percent of the women in production and the bulk - more than three-fourths - were allocated in the 60 to 66 cents hourly earnings brackets.

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* This supplements memo of November 17, 1942.

RECOMMENDATIONS OR SUGGESTIONS FOR PROCEDURES IN RECLASSIFICATION OF WOMEN TO JOBS OF HIGHER WAGE RATINGS

Vacancies on jobs with a higher rate of compensation should be filled from within on a promotional basis considering seniority, experience, mechanical or other special aptitudes required and by a practical performance period of 30 days.

To avoid any feeling of partiality, it is suggested that vacancies or opportunities in the promotional grades be announced on bulletin boards or plant paper with any special qualifications required in the way of seniority, experience, height, weight, etc., and that those interested be asked to file a written application stating their qualifications with designated personnel supervisors or consultants. Whenever possible those who apply should be given a mechanical aptitude test or other practical test as a basis of selection.

A suggested basis of rating of applicants for selection is:

		Maximum Points Allowed
Seniority		10
Experience		30
a. within the plant	20	
b. other experience and training	10	
Aptitude test		20
Practical test		40
		100

Seniority and experience can be determined from plant records and efficiency ratings. The mechanical aptitude test could be given to groups of applicants through training department. Those having the highest ratings on the basis of this check-up should be assigned according to seniority and rating rank for training period for a maximum of 30 days at their current rate as a part of the qualifying procedure.

A form statement should be signed by the employees to be considered for reclassification agreeing to a probationary training period of not more than 30 days with the understanding that at the end of the period the higher job rate will be assigned to them providing that their performance is satisfactory and that vacancies exist in the job. If no vacancies, employee returns to old job and will have priority as vacancies occur.

PRIMER AND TRACER AREAS

The possibilities of increased employment of women are not marked as only approximately 2 percent of the production workers in the entire plant are found here. Many small buildings are scattered over a large area. Dilution of labor is less than in the larger units since so many of the jobs are made up of a variety of tasks - some light, some heavy - requiring more strength than that of the average woman. Although there is no state law or order that restricts the weights to be lifted by a woman or her employment in so-called "hazardous" occupations, weights to be lifted must be considered in terms of operating efficiency as the average strength of a woman is about one-half that of a man. The hazardous factor alone is not a deterent to the employment of women for there is no reason to believe that women workers are less careful than men. With workers scattered over a wide area, service facilities - toilets, showers, lunchrooms and cloakrooms are a problem for men and even more so for women.

Certain specific occupations, however, would lend themselves to the effective use of women. In the primer composition, dry and can divisions where central service facilities could be provided for women and an appreciable number employed (estimate 60 to 75 in each of the two areas), women could be assigned to pre-mix in primer composition and also in the drying, canning and trucking of primers. Women could do all the production work in these if one or two men were employed on each shift for heavy lifting. It might be possible to reduce the load or the size of the heavier boxes. On these occupations, it is suggested that women be classed Code 966, Powder handler I, 78 to 86 cents an hour and given opportunities for promotional upgrading if they progress beyond this lowest level.

In the I. B. igniter and tracer blend and mix departments women could undoubtedly do pre-blending of igniter and tracer mixtures and I. B. salts - powder handler I, 78 to 86 cents an hour; but many of the jobs entail lifting which would be too heavy for a woman to do the entire job and further labor dilution would be necessary. In general, it did not seem that at present there would be much need for introducing women on these jobs, although eventually it might be advisable. If women should be used, showers and special uniforms would have to be provided for them. Wherever there is a dust or toxic hazard, women selected for such work should be certified for physical fitness.

Hand Truckers - Explosives:

There is a definite possibility for increased employment of women as hand truckers of I. B. mixture to building 576 in the new area. It was estimated that 25 would be needed on each shift. The carts or trucks are light and require no special effort to move. Apart from the hazard of handling any explosive and the need for careful, attentive workers of either sex, there are no special qualifications needed by the employees and it would seem that this job could be delegated to women. Because of the hazard, the job is entitled to a higher rate classification than hand truckers and should have a rate equivalent to that now paid the men - 966 Powder handler I, 78 to 86 cents an hour.

Motor Truckers - Explosives:

Women might be substituted for men as drivers of the light explosive trucks (3/4 ton) in the area. If either men or women were available to help with the loading and unloading of the truck, there is no reason why there could not be a substitution of women for men on some of the trucks. Codes 552 Driver II, 86 cents an hour. Women would have to qualify and prove their driving ability on the same basis as men. 1/

MECHANICAL MAINTENANCE

Oilers:

Women could be trained as light oilers and wipers for some of the machines. Oilers - Code 881, 92 cents an hour - work in teams of two and one of the team could be a woman handling oil cans and wiping. Foremen of the oilers reported that when capacity production is reached there will be approximately 300 greaser-oilers and he stated that at least 50 of these could be women. The oiling of machines is definitely scheduled for each machine and most of the work is purely routine. Oilers for most part have been trained on the job. It was suggested that the gage and weigh machines, the visual (worm type) inspection machines and the trimming machines would be possibilities for trying out women oilers and wipers. Women might be tried out as oilers assistants or wipers at a rate comparable to Code 893A, 74 to 82 cents an hour. This job could be regarded as an upgrading step from operator and a mid step to adjuster.

Machinist Helpers:

There are over 300 machinist helpers, Code 901-I 86¢; II-96¢; III-$1.10 an hour. Women who have had machine shop experience or special machine shop training might be used as satisfactorily as young, inexperienced boys on both surface and cylindrical grinding, burring and light machine work. Superintendent of mechanical maintenance reported that if he were given women who had indicated a mechanical aptitude, they could replace at least 20% of the men, Code 901-I, 86¢ an hour. In the fire arms and cannon industry considerable proportions of women are operating grinders, lathes, milling machines and shapers and also are being trained in machine setup.

Plumber Helpers:

A possibility was reported of using four to six women as plumber's helpers changing sink washers and taking care of stoppages in toilets in women's lavatories. This would require the setting up of a new rate classification.

1/ The special report on the employment of women submitted to Mr. Ehlen, by Mr. Milton Smith on women workers in the P-T area sets forth in detail the possibilities and factors affecting the introduction of women and is a comprehensive evaluation of the problems involved on each job.

Electrical Maintenance:

A number of women could take the place of men replacing bulbs and flucrescent rods - lamping - and be classed as electricians helpers. A new rate would have to be set.

Readers of Thermometers and Humidity Instruments:

Women could replace men to check temperatures and humidity instruments. The work is that of a factory clerk and classification as Code 161 - Pro-Clerk I, a.-60-66¢ hour, b.-70-76¢ an hour in maintenance would be appropriate.

Storeroom Maintenance:

No women are now employed in the storeroom of mechanical maintenance. A major part of the work could be done by women. They could do all clerical work and handle all light stock. It was suggested by the superintendent that 5 out of 7 jobs might be filled by women. The classification covering this job is suggested as 161-Production Clerk I a. 60-66¢
I b. 70-76¢

TOOL AND GAGE INSPECTION

In the stores receiving department 28 women are classified as inspector 2(852) 70 to 74 cents an hour. They are operating hardness testing machines (Rockwell) and doing gaging, micrometer checking and blue print inspection of vendors goods to fine tolerances. There are 48 men who are supposed to do the work requiring greater skill and are classed as tool and gage inspectors at rates from $1.00 to $1.40 an hour and 23 men on similar work in the maintenance department. Women are proving able to take over much work formerly done by the men and it seems that there is need of equalizing the marked inequities in their wages as the work of the women is quite similar and women can carry much more of the work of this department. These women might be classified as Inspectors 853, 78 to 86¢ or 854, 86 to 92¢. The qualifications for transfer to this work should be high requiring a test of their mechanical aptitude, a knowledge of trade terms, characteristics of metals, ability to read blueprints and shop mathematics. Preference should be given to women with at least a high school or college background in laboratory sciences or mathematics or special inspection of defense courses.

ANNEALING FURNACES

Salem type of annealing furnace could be operated by women. Operation of furnace is chiefly a matter of watching and adjusting controls according to specific directions. If power is shut down so components must be cranked out, extra labor must be called on to help with this manual labor and the operator should be spending his time shutting off flames and adjusting controls for shut down. Furnace men are classed as Code 894 Operator 4. Women who have served as operators of Colt Washers would be promotional material for this job. If women could not take over the entire job, they could do the major part and meet the qualifications for Code 893b Operator.

LEAD SHOP

Jobs in the lead shop were observed. Women are employed only as visual inspectors and it seemed that the possibilities for women as operators on the swaging machines, the extrusion presses and lead furnaces are slight. The swaging machines are largely automatic and most of the work entails the moving of heavy reels of extruded lead and the lifting of boxes of components from the discharge end. Since the number of jobs is small, it does not seem that there are marked possibilities for additional women.

GUARDS

There are almost 500 guards in the area and if the plant protection made a division of the work into outside gate guards and inside guards, many of the latter could be women making routine building inspections, checking badges and directing persons to proper departments or offices. Other war industries are using women guards in these capacities. Code - Guards 461, 76 to 80 cents an hour.

SAFETY INSPECTOR

A number of women might be employed as safety inspectors especially on checking women's observances of safety rules as to clothing, shoes, goggles and for the instruction and discipline of women in safety matters. Code 531, Safety Inspector #1, 78 to 86 cents an hour.

ESCORTS AND MESSENGERS

Young boys who are classified as escorts and as mail boys could be largely women at the same classification as the men, Code 401 - 60 to 66 cents an hour.

AUTO DRIVERS

It would seem that qualified women drivers could replace a substantial number of auto drivers and chauffeurs, releasing a number of young men for other duties. Drivers transport passengers and mail boys about the area; also drive station wagon. There is no lifting or carrying of materials involved. At present there are 11 male "auto drivers," code 551, 72 to 76 cents an hour and 31 male "chauffeurs" - Code 925 I, 60 to 66 cents an hour and II, 66 to 72 cents an hour. If the women are performing the same work as the men, it is suggested that they be classed as auto dirvers.

PLANT AND ADMINISTRATIVE CLERICAL

Men predominate in most of the factory or plant clerical jobs and a large proportion might well be women. In the maintenance, stores and main production building, account clerks, production clerks and timekeepers could be recruited from women applicants for beginning jobs. Women should be fitted in at the same classifications and rates as those existing for men. Codes III through 163. In the general administration force, men predominate as accountants and accounting clerks - less than 5 of more than 50 so classed are women, and women could replace men as vacancies occur.

SEMI-PROFESSIONAL JOBS

In war industries generally women are being employed increasingly as tracers, drafting assistants, engineering aids, chemists and chemists aids. Women predominate as Laboratory Tech. I 373 but in grades 2 and 3 men predominate. Women with qualifications required could be found or upgraded to the classification of chemist, engineering aids, and draftsmen. Have only a few women - less than five - but trained women meeting the qualifications set up for the men could, undoubtedly, be recruited.

INVESTIGATION

All special investigators (about 25) Code 522-523-524 are men. Women have proved able on this kind of work and vacancies occuring in the Code 522 Investigation I, $1.16 to $1.32 an hour, or $46.40 to $52.80 a week class would serve as a place where women might be employed.

CONSULTANTS

An inequity exists in the classification of women consultants compared to men. Women classed as welfare workers are hourly employees with a prevailing hourly rate of 72¢. Men, on the other hand, are salaried employees with the privileges of office workers. In terms of hourly rates, the range for men classified as personnel technician Code 171 #1 is $35.20 to $40.80 weekly, while for women it is Code 381 #1, 66 to 72¢ an hour where all but three of the 26 women consultants are classified. The duties are comparable and indications are that women have a heavier load of consultees than the men. The women are classed as semi-professional and qualifications have been higher than those demanded of the men. The women are classed as semi-professional, the men as clerical but their relative rates do not reflect this.

SUMMARY

Outline of suggestions for classification of women who are taking over work formerly done by men and for classifications where there are apparent possibilities for increased employment of women.

		COMMENTS ON QUALIFICATIONS
892	Operator I, 60-66¢ an hour Conveyor attendant	No special qualifications
	Hand trucker Washers - Colt and Rumble	Short husky type, suitable for heavy work. Not less than 130 pounds. Older women as possibility. If women do same work as men did, they should be reclassified as Operator II or III.

892 Operator II, 66-70¢ an hour

To lessen the gap between the minimum earnings of Operator I and Operator III, it would seem advisable for superintendents or a special committee to study the operations now classified as Operator I considering the training, skill, physical exertion and responsibility for materials and the safety of others and working conditions as a basis for upgrading to higher rates of pay.

Operator I might be restricted to the jobs with minimum qualifications to which beginners could be assigned. Operator II might include all jobs which require more than a minimum of training and responsibility and effort and those which have less favorable working conditions, such as handling toxic substances and disagreeable temperatures. Most of the jobs as machine operators, now classified as Operator I would become Operator II. Suggest a new rate 66-74¢ an hour.

893A	Operator IIIa, 74-82¢ Plate loader	Promotional 3 months experience in plant. Speed and close attention required. Husky type. Height - at least 5 ft. 4 in.
	Primer assembly operator (toggle press)	Promotional (from Op. I) 3 months experience in plant. Tall women - 5 ft. 5 in. (approx.) Stable type.
	Tracer and I. B. Charger	Promotional from operator Experience - 3 months Stable Alert, quick reactions Aptitude test No pulmonary weakness (dust prevalent).
	Oiler Wiper (assistant to Oiler I)	Promotional from operator.

893B	Operator III, 78-86¢ an hour Polishing (Lapping) oper.	Promotional. Practical test in gaging. Mechanical aptitude and dexterity test. Knowledge of precision gaging.
	Annealing furnace (Salem)	Promotional from Colt washer. Quick reaction. Height: 5 ft. 6 in. Suitable for heavy work.
851	Inspector I, 60-66¢ No additions. All visual inspection.	See note on Operator II. Inspection might be re-allocated.
852	Inspector II, 66-70¢ an hour.	
853	Inspector III, 78-86¢ an hour Process Inspector (line)	Promotional. Mechanical aptitude test. Practical test of machine and component knowledge. Three months experience. Good judgment necessary.
854	Inspector IV, 86-92¢ an hour Group leader-final visual	Promotional. Ability to supervise and train new workers.
	Tool and Gage Inspection Suggest these be included in 853 and 854 Codes.	High school or college education. Knowledge of some metallurgy. Shop mathematics, Blueprint reading and gaging. A practical test.
374	Laboratory technician II, 74-82¢ Velocity gunner and Chromograph Op. Hand leader. Drop test. Pullet pull.	High school education with science courses-preferably chemistry and physics.
831	Adjuster I, 84-92¢	Promotional from inspector or machine op. Mechanical aptitude test. Practical test. Knowledge of tools and machines.
966	Powder Handler I-78-86¢. (P.T. Area) Pre-bland. Hand truck - (explosives). I.B. salts and tracer miners. Dry, can and truck primers. Pre-mix of primer comp.	Experience - 6 months in area. Age: 25 years or over. Stable. Suitable to out-door work.

552	Motor trucker (explosives) 86¢.	Driving test. experienced in P.T. Area. Age: 25 Minimum. Height: 5 ft. 5 in.
901	Machinist helper #1 (upgrading to #2 or #3) 86¢ P.R.	Machine shop experience or training. Mechanical aptitude test. Shop mathematics. Knowledge of precision gages.
461	Guards, 76-80¢. (Inside building)	Tall - 5 ft. 6 in. minimum. Diplomatic personality. Selected from trainees.
531	Safety inspectors, 78-86¢. (upgrading to 532 II - $1.00 to $1.10). Check on women's observances of safety rules and giving safety inst.)	Knowledge of machines with reference to safety rules of company. Might be promotional from women consultants.
401	Escort and Messenger - 60-66¢.	No qualifications beginning job.
551	Area station wagon, 72-76¢.	Qualified drivers.
925I	Auto driver - chauffeur 60-66¢.	Pleasing personality.
II	Auto driver - chauffeur 66-72¢.	

Maintenance

No Code	Plumber's helpers - new rate classification. Changing washers. Cleaning and opening drains and toilets.	Suggested promotional from custodial.
No Code	Electrical maintenance (lamping)	" " " "

Clerical

161	Production clerk 1A 60-66¢ 1B 70-76¢ (includes property clerks)	No special qualifications except ability to do clerical work.
	Storeroom attendants. Tool crib attendants. Thermometer and humidity instrument readers. Machine counter readers.	Same as above.
133	Clerk IIB $32.80-$35.20 Timekeeper.	Clerical ability plus ability to type. Suitable personality.
031	Investigator I $46.40—$52.80	Same qualifications as men.

File

3233 Chicago Avenue
Minneapolis, Minnesota
November 22, 1942

Dear MissNienburg:

First, I am ashamed to admit that we are still out of the Twin City Ordnance plant but sincerely hope that we will wind up to-morrow. The rating committee met on Thursday and our suggestions were accepted and announcement will be made to the employees - women - affected this week - I trust. Then, we were asked to classify and suggest the place in the schedule on other jobs where women may be put later. I spent much of the week conferring with groups - rating groups - superintendents - Mr. Ehlen, the general manager, Mr. Maurice Johnson the assistant and so on The superintendents wanted a little statement of procedures for upgrading the girls andthen occasionally the "big" boys -(the divisional superintendets) just came and sat for a couple of hours at a time. They came - three strong yesterday - and sat and talked about the same things we'd discussed in larger groups. Their fear is that when the women who are being raised get their new classification that all the other women are going to howl I have tried to point out that the inequities come from their original premise that the lowest rate for men should be 74 to 82 cents an hour and that all women should be paid 60 to 66 cents. But they still are afraid of what some of the women will do. It is fun to see how afraid the big three are of their women employees. One girl, Bonnie, has them all buffaloed. Bonnie apparently is ubiquitous and she keeps a whole building in uproar but they don't know how to get rid of her or gag her. She sent word by her building consultant that she wanted me to come and see her especially but I ignored it. I, too, am afraid of being quoted by Bonnie If she comes to me and I have witnesseses it will be O.K. Then, I've spent some time with the safety men and tell the building and under superintendents not to be afraid of disciplining the girls when safety is at stake They have anything but a cowed bunch of women in the plant; they refuse now and then to wear caps and safety shoes or at least defy their foremen to send them home when they come without.

You asked about chairs and before I forget it -- They do not have all of their chairs ordered delivered but for the most part their seem to be a sufficient number in the older units (three new ~~units~~ are being opened)-. There are all types, some good posture chairs for girls on visual worm inspection, stools for some of the machine operators without backs and some with backs. Some standing jobs have none as they would only be in the way Everyone has two ~~ixxxxxxxxxxdx~~ ten minute rest periods in addition to one-half an hour for lunch (paid for the latter) and there are plenty of benches in the rest room. I'll ask to-morrow about chairs on order which have not been received. I seem to remember something being said about not being able to get anymore of a posture type.

I believe I've told you before that women are operating practically every production machine now except the Salem furnaces and some of the stress annealing core. I think we must prepare somesort of a staement that can go with our old bulletin In the memo I'm sending to Mr. Horn to-morrow we are suggesting women for some of the guard positions, for escorts, ~~ixxtxe~~ for some jobs in the powder area, hand truckers of explosives in the new area, machinists helpers, oiler-wipers, etc.

I hope we can get copies of our chief memos to Mr. Horn and Mr. Ehlen and schedules off to you to-morrow or Tuesday. I am wondering if it is case for the labor board. What I have tried to do is fit the women in the schedule which they had at the time of the freeze order. The schedule does not mention women but women had been restricted to Operators 1 and 2 and Inspectors 1 and 2. Some of the women will not be Operators 3 a and 3 b and Inspectors 3 and 4 with some women also in higher grades as Laboratry technicians. A couple of the new jobs for women - conveyor tenders and washer tenders have been put in with operators 1 as I cannot see where they require anymore in the way of exertion, skill, responsibility, etc than jobs described as operator 1. Men who did these jobs where classed as movemen and in the case of the washers as operators 3 but the women are not required to do the cleaning and lifting which the men did so I did not feel ~~it was~~ they were quite the same jobs. In our other recommendations we are sticking to the scheule. I am been trying to get the superintendents to reclassify and reallocate some of the jobs now classed as operator 1 into operator 2 but they are still holding out onthe grounds that the jobs we have set up for operator 2 - bullet assembly machines, loading machines, primer insert, also are really no more difficult than the draws, trims, heading, cannelurring, champerfering etc. that would stay in one. There is a difference of opinion. This latter would probably be out of the schedule and should come up to the Labor Bard. Putting women on the job if the rate does not change for the job would not be subject to Labor Board approval, would it? Anyway, I'll talk to the boys somemore to-morrow and also Mr Ehlen.

I am afraid our procedure was not too scientific but I'll write up a statement. It was most trying to find out what the men did, where they were classified, then argue with superintendents that the girls did or could do just as much and convince them that women just because they were women should not have lower rates. We have conferred with endless supervisors. Their rate man who is somewhat of a sour-puss, stopped in yesterday to say he was sorry to have us leave, etc, and that he agreed with us on the stand we had taken on the women but he had never been able to make the plant "woman" conscious. He says we have them all talking women and their rights and that that was our real contribution even if we did not do anything more. He thought we ought to start on administration and suggest that it too might be improved with some women in the higher categories of pay.

I am sorry to have Miss McCabe leave but it porbably is for the best and it seems that she might as well get off as soon as possible as I do not think she has had the same interest and verve since she decided to go to W & H. Then, she is not very strong which is a disadvantage for the field. She is a nice youngster and I've enjoyed her friendliness and social nature. Everyone likes her in the office and she mixs well.

As to Chicago - I'll plan to get off so as to be there by next Monday morning - leaving here either Saturday or Sunday next. Miss McCabe had best go on to Boston and could leave before. I hope to see Mr. Rarig on Tuesday afternoon and them Mrs. Widiger who is on the governors man power board for women wants to see me. I should like to see some of the USES people here and also the YWCA before I leave/ so with finishing up our report we should be quite busy. I understand Gopher Ordnance -(Dupont

Smokeless Powder) about 20 miles south of Minneapolis is considering women. I'll try to find out from Mr. Rarig about Gopher, Northern Pump and some of the others. International Harvester and Moline, both, have a good proportion of women on their war work and it is rumored that the Ford plant is going to take women.

If I arrive in Chicago on the 30th, I wonder if Miss Mohr could be kept in Washington for a few days at least until I get my bearings and a little preliminary scouting off. A second person only slows up the pace.

Oh, asto accident statistics, we have taken off all the lost time accidents since last spring when the plant opened separately for men and women and they will be mailed with the other material. The ones we sent in earlier where for this fall only and do not show the time lost and covers all accidents for which first aid was given. Our material on absenteeism is not too good as the only thing we could get by sex was time lost or reported as lost for illness by men and women We could have gone through the daily time cards- about 15000 for a few days and looked for notes by timekeepers on reasons for absences but since these vary with the individual timekeeper this did nt seem worth the time and effort. The timekeepers are supposed to enter a reason for every day lost but it has not been enforced. I can always return here for more information.

Unless I hear to the contrary from you I will be planning to be in Chicago on November 30th and will go to the Wage and Hour office for mail. You will let me know who beside Dean Spencer.- (I once took a course in Law and Labor from him but do not remember even what he ought to look like.) should be contacted.

Tueday night Florence Burton and Mrs Duncan are meeting me for dinner Mrs. Duncan may go with me to see Mr. Rarig Mrs. Duncan's husband has been appointed the Deputy administrator for the WPB in region 8.

Sincerely,

Ethel.

P.S. My greetings and bests to your sister. I hope Washington does not seem too bad after San Francisco. I still think the latter is the choice spot.

P.S.2 The enclosed letter came a couple of days ago. I am sending the house organ "Honey Dew News" in a separae envelope. I have acknowledged the letter.

P.S.3 I wonder if Miss Mohr could bring from Washington the portable I used to use. This is my own and is a bit off in some respects.

Memorandum to: Mr. Charles L. Horn   November 18, 1942
Mr. R. B. Ehlen

From: Ethel Erickson, Women's Bureau
U. S. Department of Labor

SUBJECT: Suggested reclassification of women who are employed or are to be employed on work formerly performed by men. Reclassification has been discussed with divisional superintendents, building superintendents, Mr. Sell and Mr. Wheeler.

1. Inspection: After a preliminary conference with Mr. Hornsby and one of his chief inspectors, Mr. W. B. Ervin, a meeting was called at Mr. Ehlen's request and attended by Mr. Maurice Johnson, Mr. Hornsby, Mr. Sell, Mr. H. B. Smith, Mr. Wheeler and Miss Myrtle Cain to discuss the re-rating of women inspectors.

Inspection-final visual, line (process) and leader inspectors were discussed. The inspectors under Mr. Hornsby's supervision are distributed approximately as follows in the assembly buildings:

Building	Final Visual		Primer Insert		Line or Process		Leader	
	Male	Female	Male	Female	Male	Female	Male	Female
101	X	55	X	20	32	65	28	2
102	X	78	X	30	39	49	28	3
103	X	215	X	30	94	32	18	3
503	X	102	X	30	84	37	17	3
Total		450		110	249	183	91	11

Line or Process Inspectors (853 Inspector 3): Women line inspectors on case, bullet and loading lines are performing work which is the same as that done by men. They must have a thorough knowledge of the components inspected, ability to work with line operators and adjusters in pointing out defects. Mechanical knowledge, judgment and ability to work with others were stressed.

Since the work done by women is the same as that done by men, it was agreed and recommended that women doing line inspection be reclassified as 853 Inspector 3-78 to 86 cents an hour.

Qualifications: For filling future jobs of this kind in new area and to replace men inspectors as vacancies occur, it was suggested that machine operators be given opportunity to apply and that selection be based on simple mechanical knowledge and aptitude tests, senority and an interview with supervising foremen. Before new appointees are certified for this job, they are to serve a probationary period of 30 days.

Group Leaders (854 Inspector 4): In final visual inspection a small group (reported as 11 women) are serving as leaders with supervisory duties. These women supervise and instruct new workers and are responsible for the work of the group. They have been classed as 852 Inspector 2-70 to 74 cents an hour. It was agreed that group leaders be promoted from their present classification to 854 Inspector 4-86 to 92 cents an hour.

All other women inspectors under the jurisdiction of the inspection department are to continue as 851 Inspector I. This includes all final visual inspection-primer case, bullets and completed cartridges.

The rate discrepancy ensuing between women as Inspectors 1 and Inspectors 3 was discussed. This discrepancy is the result of a dual wage structure which set up 66¢ as the prevailing rate for women and 86¢ for men as inspectors.

II. Plate Loading (Code 893A): In 30 caliber plate loading women are being used in the same group or line assembly with men. While the heaviest work is done by men, the work is fast and strenuous for all. Trays and dies loaded with components varying in weight from 10 pounds to about 37 are handled at a rate of 150 to 200 plates an hour. The work of the women is comparable to that of the men in many respects especially as both speed and close attention are required. In one building women were filling the trays with bullets; in the other men were doing this operation. Men are classified as 893 Operator 3B-86 to 92 cents an hour. Women rotate and their work is lighter so it is agreed that they be classified as 893 Operator 3A-74 to 82 cents an hour, one step lower than men.

Suggestions: Since this job will pay a higher rate than that prevailing for women, it is suggested that it be an upgrading one. Qualifications for transfer to this job should be set up. It is suggested that women be at least 5 feet 4 inches in height, approved by the medical department as suitable for heavy work, and that they have at least three months experience on other work in the plant. A probationary period of 30 days might be set up.

Also, it is suggested that after the loading of a definite number of plates as 75 or 100 a rest pause of 5 minutes be allowed all workers on the line.

III. Tracer I. B. Loading (Code 893A): Both 30 and 50 caliber tracers and I. B. have units operated entirely by women. Women rotate on all positions. Production has increased and scrap has decreased with the employment of women. Men were employed as key and charging operators 893B, Operator 3B-86 to 92 cents an hour. Since women rotate and are not required to occupy key position constantly a reclassification of women as 893 Operator 3A-74 to 82 cents an hour is suggested.

Women transporting powder within the wings either in hand carriers or small carts are to be given the same classification since these women sometimes are required to fill machine hoppers with powder mixture and are also used as relief operators on machine.

Qualifications: This job should be filled by promotional transfer from employees with seniority. Women with quick reactions, non-emotional stable type, and those who are certified by the medical department as free from pulmonary troubles or susceptibilities because of dust should be assigned.

IV. Primer Assembly Operator (Code 893 A): Women have been tried on toggle press assembly of primers in both 135 and 835. A unit of three rotate. Rate paid men on toggle press (Code 893B) is 86¢. It is suggested that women be upgraded to Operator 893A-74 to 82 cents ah hour. It was decided the job should be termed primer assembly operator instead of toggle press operator.

Qualifications: A promotional transfer from operator 1 in primer department. Height is necessary to manipulate handle of press and women should preferably be at least 5 feet 4 inches; should also be of a stable type.

V. Velocity Gunner: Laboratory Technician (Code 37A-2): Four women have replaced men on the velocity test for proving ball and armor piercing ammunition. They wire muzzle, load and discharge gun. The chronograph which records the velocity is operated by the women as a rotation with gunning. Men who were formerly employed for this test were expected to do pressure and velocity testing of I. B. and tracer bullets, and also men were shifted around the entire department on gunner and other jobs. Since the women's job is as much that of a laboratory technician as that of a gunner, it is suggested that these women now classed as inspectors 1 in Ballistics be changed to Laboratory Technician2-Code 374-74 to 82 cents an hour. Lowest rates for men gunners is 78 to 86 cents an hour. Women who work on a variety of jobs such as primer drop tests, hand loading, bullet pulltest, etc. should be rated under same code.

Qualifications: Workers assigned to this job should have at least a high school education and preferably some training in laboratory courses as physics or chemistry. It should be considered an upgrading job from inspectors who have suitable qualifications.

VI. Lapping Dies-Machine Operator 893B-Polishing Operator: Where women have been substituted for men on die lapping or polishing, setting up, gaging work to fine tolerances it is suggested that her classification be 893B-78 to 86 cents an hour. Men who do this work are rated as Adjuster II-92 to 1.00 an hour, but more all around general ability as machine adjuster is expected of men so a lower classification is suggested. If men do the same type of work, they should receive the rate of a polishing operator.

Qualifications: This job should be promotional from within. To be eligible for consideration women should be given a practical test in gaging and a manual dexterity aptitude test as workers must have knowledge and ability to work to tolerances of thousandths of an inch.

VII. Adjusters (831 Adjuster #1): A group of women in 503 are doing a full time job as adjusters on straight line loading machines. They have been tried out for several weeks and are doing the work satisfactorily adjusting as many machines as the men. Their duties and performances are equal to that of the men and they should be rated the same-831 Adjuster #1-84 to 92 cents an hour.

Men adjusters have been trained on the job and many had little mechanical experience. Summarizing statements of persons interviewed, it seemed to be agreed that women with a little training will be able to do over one-half of the adjusting. Women would not be able to handle the adjusting on pocketing and heading machines and others where the take-up is heavy requiring the use of heavy tools and experienced mechanics. Statements were made that women operators are taking over minor adjustments, inserting tools and cleaning machines reducing materially the number of adjusters required. Women adjusters can be recruited from women who have evidenced most ability on making adjustments on their own machines.

Qualifications: To be eligible to a promotional transfer from operator or other classification to that of adjuster, the applicant's mechanical aptitude, knowledge of machines, and tools should be tested. A probationery period of 30 days should be set up as a try out period at old rate before transfer to adjuster classification.

VIII. Conveyor Tender (891 Operator 1): Women are being employed on conveyors to open and shut gates and direct the flow of components into hopper below in buildings 101 and 103. In one instance six men were replaced by six women. Men are rated as Movemen #1-74 to 83 cents an hour. Men are occasionally called upon to shovel and move trucks loaded with components which is not required of women. The job has no strain and is a beginning one so it is suggested that woman conveyor tenders be classified equivalent of 891 Operator #1-60 to 66 cents an hour. No special qualifications are required; this is a beginning job.

IX. Hand Truckers (891 Operator #1): In the 500 area-501, 501B and 503, women are being tried out and considered to take places of movemen. The elements of the job are simple, strength and ability to move trucks to designated stations or hoppers being the only requirement. Trucks for women should have handles so no bending is required and women should have stools available and be allowed a rest pause at least five minutes an hour. The women should not be required to move the heaviest trucks, only one truck at a time, and only on cement or hard wood floors where the trucks can be directed with a minimum of effort. Would suggest that as a beginning woman be employed on moving cases after the completion of the third draw. Women should not be considered in capacity of general floor truckers or roustabouts, replacing all around movemen. Because of simplicity of job a classification of 891 Operator #1 Hand Trucker is suggested.

Qualifications: Suggest this as a minimum rate job with a requirement that all women certified for it be approved by medical department for heavy work-a short stocky type of woman would seem preferable.

X. Washers (Colt and Rumble Washers) - 891 Machine Operator # 1: Women are employed as washer tenders in 101 and 503. In 101, 11 women have been assigned to colt washers. Four men have been retained to do the heavier jobs in the cleaning of washers and to mix solutions. Formerly 11 men, now 11 women and 4 men. The men were classified as operator SB 78-86 cents an hour. As long as women continue to do only a part of job, a classification of 891 Operator I-60 to 66 cents would seem adequate, but if women completely replace men and take entire charge of loading, mixing and cleaning baths and cleaning washers their classification should be changed to one comparable with their increased duties.

Qualifications: No special training or skill required but women should be given preference who are adapted for physical work-muscle work. Older women might be given preference for this job.

Twin Cities

TWIN CITIES ORDNANCE PLANT
FEDERAL CARTRIDGE CORPORATION
MINNEAPOLIS, MINNESOTA

November 16, 1942

Dear Miss Anderson and Miss Nienburg:

We are still here. Conferences are being held this afternoon with some of the heads of divisions to consider the rates of women in the inspection department. By now there are more women process or line inspectors than men. There was a man's job called Security ~~[illegible]~~ There will probably be several more this week and we had conferences last week. It is hard for some of the divisional superintendents ~~to~~ accept the idea of raising women. The superintendents and foremen put up a better fight against raising wages than top management.

We revisited building 503 - one of the new units for 50 caliber - and found women as full time adjusters on the loading machines and also on case wash and dry. Mr. Kelly - the supt. of the building - is interested in trying out women wherever possible and is anxious to have these adjusters raised. He had them ~~on the~~ on a try out basis for 3 wks. He, also, wants to put a large force on hand trucking. After we got a rate increase or classification O.K. for the toggle press in the primer dept - the supt. of the building decided he'd put men back. The men had received 86¢ an hour. We recommended a classification one ~~rate~~ step below - 74¼-82¢ for the women as 3 rotated on the job. This has to be discussed again.

The divisional supt. of the powder area was preparing a supplementary report of his own with some new or changed ideas on women to his department after our conference last Wednesday. Hope to get it this morning.

Mr. Ehlen, the gen'l mgr., attended a meeting of small arms ammunition manufacturers in St. Louis last Thursday. When he told them ~~they~~ T.C.O.P. was planning changes in rates when women took over men's jobs, he was apparently urged to lie low and not start trouble. He said they felt that TCOP was ~~already~~ too anxious to start things. Mr. Ehlen is still interested in the re-classification.

At present our efforts have nothing scientific within. It is pure bargaining with the superintendent for fair classification of women.

A Mrs. Maude Widiger has been appointed to the State Man Power Commission. Flo. Benton thought it was the Federal and was much upset over the appointment. I talked with Mrs Widiger Saturday. She is going to make a speech at League of Women Voters Wednesday on women. Florence Benton says she needs 10 years education in 10 minutes.

Mary Skinner was here last week and I had dinner with her & Florence Benton Thursday night.

Mrs. Duncan has been ill but is better.

I hope we will finish at T.C.O.P. about Wednesday night. Will have to try to see the first stages through.

Miss McCabe wrote you about the opportunity she has for a job with Wages & Hours. Hope this means a lot to her. She is a nice youngster to work with.

Was glad to hear the Manpower is requesting definite standards. I will see Mr. Racig as soon as we finish here.

Sincerely,

Ethel E.

Twin City

TWIN CITIES ORDNANCE PLANT

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, MINNESOTA

Nov. 12, 1942

~~Dear Miss Anderson~~ and Miss Nienburg:

The enclosed reports on accidents reported for the last six weeks were available so thought it might be useful or interesting. These records were not kept previously.

We are trying to wind up our work at the T.C.O.P plant but there are still conferences on changes in women rates. Yesterday I met all day with the manager, ~~and~~ assistant manager, & the divisional superintendents to discuss a change in rate for women who are operating ~~toggle~~ toggle presses in the primer assembly, women plate loaders of 30 caliber, women on tracer and I.B (incendiary bullets) loading, polishing dies, gunners on the velocity test, conveyor operators, inspectors on the line - (process inspectors), and adjusters and moreman. I still have to return for more interviews on inspection, adjusters and moremen. I want to see Mr. Horn and he may want more information and may not agree with our findings. Our recommendations would mean raises up to 20¢ an hour for a substantial number of women. The payroll department is going to make available daily reports on the number of men and women absent daily for illness for the last two months.

When we complete our work here, shall we visit Northern Pump, International Harvester, ~~and~~ Honeywell and some other plants which have large war contracts.

I will write you Saturday as to our progress.

Sincerely,

Ethel Erickson

November 11, 1942

Miss Ethel Erickson
3233 Chicago Ave. So.
Minneapolis, Minnesota

Dear Miss Erickson:

I have your several letters and it looks to me like you and Miss McCabe are very busy and doing a swell job in the plant.

Things are opening up here. Our cooperation with the Manpower Commission through General McSherry and his two women assistants, particularly Miss McKelvey, is getting to be very close! I have appointed myself as the Bureau's liaison officer and Elisabeth Christman as my alternate. Now they have asked us to do several studies, one on part-time employment of women, the employment of women on a six-hour shift, current information and analysis of the experience in shipbuilding with reference to the use of women (that of course we are about to do), material on the effectiveness of women as supervisors, and foremen, desirable personnel practices, where large numbers of women are employed, and a study of factors contributing to greater absenteeism among women employees and methods of overcoming. I asked him if they would help us get money and they said they would What we have to do of course is to work out the projects and then get them to O.K. them. I am going to ask Gen. McSherry about having district representatives appointed to attend the meetings of the Manpower Commission in the districts so that there will be cooperation through the district organization as well.

Give my regards to Florence Burton and tell her that we hope to have a meeting sometime before the holidays of those people in the State Departments of Labor that are concerned with the employment of women.

Sincerely yours,

Mary Anderson, Director

MA:IS

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

To—		From—	Re Attached Please—
	Anderson.		Approve
✓	~~Nienburg.~~		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
	Manning.		Would like to discuss
	Mettert.		File
	Pidgeon.		Date
	Robinson.		
	Smith, F.		Note: Miss [illegible] Will you get data requested + then ↓ letters to ↓
	Spring.		
	Stitt.		
	Files.		

GPO 16—24460

~~Return to Miss Anderson~~

ORDNANCE PLANT

IDGE CORPORATION

LIS, MINNESOTA

24, 1942

Nienburg:

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entire area without escort

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and woman consultants.

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women. The women are operating all types of machines, some of the machines which they are operating are ones which we questioned as to suitability for women in our first report so we'd better revise it.

Mr. Horn, the president and Mr. Ehlen, general manager, want us to pass on and advise them on using women as machine adjusters, as move-men, as drivers of "angel" buggies - (these are little light hand trucks in which explosives are delivered from the powder area to the primer, tracer and ~~[illegible]~~ incendiary loading divisions). The Mr. Ehlen claims that women will be given the men's rates if they can do the same quantity of work. He wants us to make suggestions for further use of women in all departments and the superintendents have all been notified to give us time whenever we request it. Mr. Ehlen and Mr. Wheeler asked if I could secure from the Labor Department copies of the president's directive order on wage freezing and stabilization, the Wage and Hour Act, the Walsh-Healey and Wagner Acts, and also, the statement

NM

TWIN CITIES ORDNANCE PLANT
FEDERAL CARTRIDGE CORPORATION
MINNEAPOLIS, MINNESOTA

October 24, 1942

Dear Miss Anderson and Miss Newbury:

Miss McCabe and I are established with desks and with badges that allow us entry to the entire area without escort and are treated royally. I spent the best part of the first two days on a preliminary tour of the entire plant meeting superintendents, foremen and woman consultants. Every building has a woman-consultant to whom the women employees can tell their troubles. There are over 12,000 employees with over 4600 women. The women are operating all types of machines, some of the machines which they are operating are ones which we questioned as to suitability for women in our first report so we'd better revise it.

Mr. Horn, the president and Mr. Ehlen, general manager, want us to pass on and advise them on using women as machine adjusters, as move-men, as drivers of "angel" buggies - (these are little light hand trucks in which explosives are delivered from the powder area to the primer, tracer and ~~[illegible]~~ incendiary loading divisions)te. Mr. Ehlen claims that women will be given the men's rates if they can do the same quantity of work. He wants us to make suggestions for further use of women in all departments and the superintendents have all been notified to give us time whenever we request it. Mr. Ehlen and Mr. Wheeler asked if I could secure from the Labor Department copies of the president's directive order on wage freezing and stabilization, the Wage and Hour Act, the Walsh-Healey, and Wagner Acts, and also, the statement

NM

Of the Women's and Children's Bureau that women with young children should not be employed. ~~They~~ Mrs. Day, chief woman consultant, would like the latter to impress their employment department on a policy of not employing married women with young children. They feel they have been lax in this respect and that for the present at least, they do not need to take these women and are fed up with complaints from social agencies and requests from women for sponsoring nurseries. If some one can secure copies of the act and orders and send them to me, I'll see that they reach the persons wanting them. Mr. Wheeler said he tried to get them locally from some government office but no results. Mrs. Day would like to have 10 copies of the work clothing bulletin. She wants me to impress on her consultants and the superintendents the need for more attention to proper work clothing. On my tour, I was quite impressed with the fact that the women have most of the foremen buffaloed and cowed on the work clothing problem. ~~He~~ - Mrs. Day and I pointed out to them some of the women with high heels, no caps, dangling jewelry, rings, etc., but the foremen seemed afraid to do anything about it. Mrs. Day is going to put on a better work clothing drive through her consultants and would like to have each of them to have one of the W.B. bulletins on their desks. In the primer and tracer departments, the women are furnished with safety shoes, uniforms and goggles but in the other departments anything goes.

Miss McCabe and I are working to-day and Monday on a tabulation of women by jobs and departments before we start on a more detailed inspection.

To-morrow, Sunday, I am having supper with Florence Burton to get some up-to-date news on her problems and bits on women in other war-production plants.

Miss McCabe has a comfortable room and seems to be much more impressed with the mid-west than she expected to be. She thinks in some ways it surpasses New England.

Sincerely,

Ethel Erickson

Twin Cities

November 9, 1942

Miss Ethel Erickson
3233 Chicago Avenue, South
Minneapolis, Minnesota

My dear Miss Erickson:

We enjoyed your letter very much and are glad you and Miss McCabe are having such a good time in working out your job classification problem. While I would not speak for the W.L.B., I think there is no question that the rate frozen is the rate for the job but if you can show that your duties have been increased you can be advanced.

We have just received the name of the Regional Director, War Man Power Commission for Region 8. He is Mr. Frank M. Rarig at Minneapolis. His Region covers Minnesota, Iowa, North Dakota, South Dakota, and Nebraska.

As Miss Anderson seems to have decided that you are to have charge of Region 6 and Region 8 with Miss McCabe as assistant, it would be well to call on Mr. Rarig. Of course, the work you are doing does not come under the jurisdiction of the War Manpower Commission but I am sure certain phases of it would interest him. The name of the appointee for the Chicago area is Dean William H. Spencer. The Chicago Region covers Indiana, Illinois and Wisconsin.

Miss Wendt has been sending you names of firms from this area.so that you have a nucleus around which to build new contacts.

Caroline is definitely better and is thinking about work once again. We hope she and her sister will take an apartment in the city where we may call on her for advice and counsel and that she will be satisfied with helping out rather than taking a full time job.

How are Mr. Horn's puppies.

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

TWIN CITIES ORDNANCE PLANT

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, MINNESOTA

November 2, 1942

Dear Miss Anderson and Miss Nienburg:

Miss McCabe and I are still very busy at the above. The place is huge and still growing. We spent about one-half of every day going through the different buildings last week talking to superintendents, foremen, personnel workers, etc. on possible additional opportunities on which women can be employed. Occasionally we tried out some of the operations. Everyone has been primed to be ready to wait on us and talk~~e~~ to us about their woman employing problem. One goes much xixxxxx more slowly when one's hosts are cordial than when not. A large new area is to be opened and Mr. Horn is anxious to use women even more extensively and women are been considered for jobs as machine adjusters, oilers, operating tracer and I.B. charging machines, for lapping and grinding tools, as operators of the toggle presses in primer manufacturing, as gunners and other jobs in ballistics. We are returning to-day for a complete tour of ballistics. Then, we still have to go to the powder handling area for several job conferences there. We are also going to the maintenance, stores and other divisions There are a large number of buildings scattered over a two mile area so we ride around on area busses and bob in and out of buildings.

Miss McCabe is enjoying our work very much and I honestly think it is exceptionally good training as we are running into every variety of problem and are getting a chance to see all types of operations, records, and all types of administrators. We have not yet had time to even start on absentee records as I've been taking her along on all plant visits. Just now we are waiting for Miss Kane, the woman negotiator who wants to talk~~e~~ to us.

Mr. Horn seems anxious to be fair and square with the women on rates but there is another official, Mr. Cushman, who is not so inclined so I hope we can keep our recommendations for the ir first consideration by the president, Mr. Horn.

We worked on payroll data for a day last week but the task was such that we finally succeeded in having the tabulating division run a detailed departmental break down for men and women which we have not yet received. Such a run had never been made and the summaries which were available did not give us a very good basis of evaluating the wage distribution. Women have replaced men on some jobs which pay $ 1.00 an hour, other that pay from 82 to 92 cents but are still receiving their base rate 66¢.

Started this to you when we first came in and now it is after four. We have been touring with the chief of ballistics and inspection. Have even been on the outside target firing range. Women could probably be used for target plotting after the shooting but it is an isolated spot not many employed, only facilities for men and doubt whether it would be desirable for the present at least. We watched girl gunners making velocity tests and keeping chronograph records in the ballistics building within the area.

The girl gunners are still receiving their orginal rate so an adjustment must be made soon. I hope we can extract our payroll information to-morrow or the next day and begin to summarize ou~~t~~ observations. I think we may have to repeat on our visits with sort of a question and answer summary for some of the superintendents. Then, we will have to confer with Mr. Horn and others.

There seems to be a variety of opinion of what the wage freezing order did. My interpretation is that if women are transferred to men's jobs that the labor board does not have to approve such changes and that seems to be the general opinion here except for one man who is adverse to all changes and would like to keep the women at present rates.

I do not know as yet when we will finish here as so far we have been only absorbing background and making xxxx suggestions about jobs to superintendents and foremen. Large numbers of women are going to be put on in the new buildings and the available men are decreasing in availability.

Another interruption. The man in charge of foremanship training called and we had a long telephone conversation and he is coming at 8.30 to plan~~n~~ a meeting on which the foremen~~t~~ are to be talked to and allowed to talk about women in industry and get some of their pet peeves off their chests and also to be subjected to a few new plans and ideas. As you see we are having an extremely interesting time and are having our fingers and noses in a lot of things but the days go too fast for the things we have planned to do.

I hope you feel what we are doing here is worthwhile and we will try to get down to some actual paper work soon.

With best wishes,

Ethel E.

File Twin Cities

TWIN CITIES ORDNANCE PLANT

FEDERAL CARTRIDGE CORPORATION

MINNEAPOLIS, MINNESOTA

WOMEN'S BUREAU
DEPARTMENT OF LABOR

November 7, 1942

Dear Miss Anderson and Miss Nienburg:

Since I have a very good typewriter at my disposal I'm going to pound to you a little before starting out for a last trip to xkxx see the general superintendent of inspection.

Mr. Horn, the president, is a square shooting individual. Some of his executives may not feel as strongly as he does on standards so there may be a struggle to get the women the same rates as men on new jobs. The general manager can argue quite effectively on the changes in jobs. When we get our material all assembled I am hoping for a first session with Mr. Horn before it is presented to the plant men. Miss McCabe and I have been visiting part of every day again this week. I have never made such a detailed canvass of foremen and departments in any plant. We have been in powder magazine, in the mix, canning, storage and all types of powder handling rooms in the restricted area where the xxxxkxx primer mix, the tracer, igniter and incendiary powders are blended. We have looked over the jobs the men are doing and recommended or agreed that certain ones such as pushing angel buggies, drying and handling primers in storage are suitable for women as far as the operations are concerned. All of these are somewhat hazardous but no more for women than men and did not seem any more hazardous than sewing and loading black powder. There ~~were~~ are also some mixing and blending jobs which women can do. No decision has been reached as yet on whether or not women are going to be gradually brought into this area. The number of jobs would not be great but even 100 women would help - divided on the three shifts - as the labor market for men is tightening up. The beginning rate for men is 78¢ and I insisted in talking to the superintendent xxxx that it could not be lower for women.

This week.

We have been in the maintenance division, the machine shops, the tool and gage, vendor's good inspection, the lead shop, etc. chiefly this week. After our visit, they began sending out some girls to check temperature readings and humidity. We had an interesting time in the tool and gage machine shop as the superintendent txxxx said all his primadonnas - male machinists - got temperamental as soon as we came in. They do not want women in their sacred quarters but the superintendent thinks it a good idea and is ready to begin to take some any time. Their lapping and grinding machinery was well hooded and exhaust-connected and there are a good many jobs that women could begin on and he would still have his experts. We could feel the hostile glances on all sides as the superintendent pointed out the operations on which he thought he could employ women.

One day we were in ballistics and the final proving of ammunition. Women are already serving as gunners on the velocity test and will possibly soon be used on some other gunning tests on the 30 caliber. We were taken out a couple miles beyond the plant to the testing or shooting range where they shoot at long distance targets. Women could do target plotting but it is a remote spot and it did not seem especially advisable to have a few women out in sort of lonely dug out. I suppose they could set up the targets but it seemed a remote possibility.

The workers are most articulate in complaining here. We are in the labor relations office and get a good many sidelights. Everyone has a half hour lunch period with pay and two ten minute rest periods. The work week is actually 45 hours but is considered 48 and hours paid for are 52. The office workers for the most are considered administrative and work their full 48 hours and are not paid overtime. I am getting some comments from the girls on this.

One night this week, Mrs. Day, the chief woman consultant here, Florence Burton, Miss McCabe and I went to a dinner and meeting of social workers where we met Mr. Wilcox and some of his staff of the office of Defense Health and Welfare. He is the Mr. Wilcox who at one time was commissioner in Wisconsin and is now chief of the DH&W office in Minneapolis. He was interested in talking child care and tried to convince us that we should make or include in our survey here the needs for child care. Mrs. Day is trying hard to discourage the employment of women with young children.

Monday night there is going to be a local safety meeting with several discussion groups so we are going to attend the one on women in war industries. A girl from Honeywell is to conduct the discussion so Miss Burton, Mrs. Day and Miss Mc and I will have out ears open. Mr. George Lawson is going to be chairman of the general session at 9 p.m. so I will try to meet him and deliver Miss Anderson's greetings to him.

We are held up by the payroll division - as usual. They promised to have some tabulations ready for us Wednesday. Yesterday I pursued them and of course after writing down all the things we wanted - the first being a separate tabulation for men and women - they did not separate the women but gave it for the plant as a whole. They are going to do it all over as we have the promise of Mr. Horn that we can have anything we want. We have not yet got to the absentee records but will begin on those next week. Miss McCabe can work on those when I try to summarize are suggestions and findings for Mr. Horn.

I know we have been here quite a while but I think perhaps we have been helpful in serving as a sort of a clearing house to talk over woman employing problems with supervisors, office and anyone who has had any ideas on the subject. Miss Cain who is the woman negotiator has been on our trail a good deal this week. She was a woman's party employee in D. C. at one time but seems to have lost most of her enthusiasm for them. She is coming again this afternoon as she wants to talk at length. She has good intentions but Miss McCabe and I are not impressed with her as yet. She tried to get on Florence Burton's staff once but Florence was afraid of her left wing tendencies and does not know how she got here.

Myrtle Caine

Now I must go to work . Miss McCabe and I have yesterday's note on the powder area to unravel.

Mr. Wheeler, one of the personnel men who make rate set-ups and job set-ups, is an old Minnesota liberal. I let him read the excerpts that I brought along from Miss Pidgeon's Equal Pay Bulletin and he was much pleased with it and said it showed a knowledge of the tricky thinking of employers.

Sincerely,

Ethel Erickson.

Twin City Card
Survey

October 28, 1942

Miss Ethel Erickson
3233 Chicago Avenue, South
Minneapolis, Minnesota

My dear Miss Erickson:

Before you left Washington Miss Nienburg said she would send you names of firms in the Minnesota area. The only inquiry we had from Minnesota was from the Federal Cartridge Corporation and I am enclosing cards with information taken from their letters.

Enclosed also are lists of inquiries from Michigan, Illinois and Wisconsin.

Sincerely yours,

Lorina M. Wendt

EE·LW

Women's Bureau
U. S. Department of Labor
Washington

File Copy -
Copy sent to E. E.

October 29, 1942

Wisconsin

Falk Corporation, The Milwaukee, Wisconsin	Robert H. Weaver, Employment Manager. Are considering putting women into their plant. Any information pertaining to women in industry would be appreciated.
Hardware Mutual Casualty Co. Stevens Point, Wisconsin	P. M. Schmidt, Librarian. Requests Spec. Bul. No. 7 (Abrasive Wheels)
Invincible Metal Furniture Co. 26th and Franklin Street Manitowoc, Wisconsin	Mr. Stradal. Requests Spec. Bul. 1, 2, 3.
Kewaunee Shipbuilding and Engineering Corp. Kewaunee, Wisconsin	Edward G. Hosted, Supt. of Welding. Requested Spec. Buls. 1, 2, 3, through Labor Standards Division. (Referred by Mr. Cameron)
Massey-Harris Co, The Modern Farming Equipment (Tank Division) 17th St. and Packard Avenue Racine, Wisconsin	J. Clay, Personnel Director. Requests any spec. buls. on subject of women in industry. Are beginning to employ women for factory operations, something they have never done in the past in their Wisconsin factory.
Pressed Steel Tank Company Milwaukee, Wisconsin	C. C. Dunn, Personnel Director. Requests Spec. Bul. on women in war industries, re clothing, safety, supervision, lifting, etc.
Solar Corporation (Manufacturers of storage batteries, paints, varnishes) 944-1000 W. Bruce Street Milwaukee, Wisconsin	C. L. Feldtkeller, Vice President. Requests Spec. Buls. 1, 2, 3.
Young Radio Company (Manufacturers of Radiators, cooling systems, heating units) Racine, Wisconsin	Nora O. Eyk, R.N., Industrial Nurse. Requests literature pertaining to women in war industry.

Women's Bureau
U. S. Department of Labor
Washington

Oct. 29, 1942

Copy sent to E.R.

Illinois

Abbott Laboratories Manufacturing Pharmaceutical Chemists North Chicago, Illinois	Edith Joannes, Librarian. Requests pamphlet on meals and rest
Allis-Chalmers Mfg. Co. Springfield Works Tractor Division Springfield, Illinois	Russell Cloyd, Personnel Department. Requests literature on all phases of effective use of women in industry.
Alton District Manufacturers' Association Alton, Illinois	Thomas W. Butler, General Manager. Requests 25 copies of Buls. 136 and 173. Also would like same number of any other regulations applicable to employment of women in industrial plants as several plants now employing women where only men have worked.
American Container Corporation Mfrs. of Hard Rubber Containers Rock Island, Illinois	W. D. Paley, Manager. Requests information on safe clothing, sanitary washrooms, pregnancy, weight lifting, rest periods, hours of shifts, wages, nutrition, etc. for women in industry.
Butler Manufacturing Co. Steel Products - factories Kansas City, Galesburg, Minneapolis 1020 South Henderson Street Galesburg, Illinois	Darius Melcher, Ass't. Treas. and Galesburg Division Manager. Requests Spec. Bul. 1 and 136, 173.
Caterpillar Military Engine Co. Victory Ordnance Plant Decatur, Illinois	K. P. Crowell, Director of Training. Thanks for pamphlets on women in industry sent at request of Mr. L.J.Fletcher of the Caterpillar Tractor Co. Has received from Mr. Patterson of Apprentice Training Division for quite a number of years, pamphlets and other material pertaining to apprentice training. Would appreciate being on our mailing list for material similar to that sent. Deeply interested.
Caterpillar Tractor Co. Peoria, Illinois	L.J.Fletcher, Director of Training. Appreciate material sent October 6, which is being studied by various members of the Company concerned with problems involved in training and placing of women in factory work. Will be pleased to receive additional material as available.
Cities Service Oil Company 919 North Michigan Avenue Chicago, Illinois	H.E. Butcher, General Credit Manager. Re: "War Widows" -- Notes Miss Buchanan has studied legal status of women in America. Requests copy, and cost of additional copies.

Illinois - Continued

Clark Manufacturing Co., Mr. J.L. Plain and Decorated Tin Boxes and Cans Rockford, Illinois	C. F. French, Personnel Director. Requests copy of Spec. Bul. 1 and 136, 173. Learned of these through Division of Industrial Hygiene of Illinois Department of Public Health.
Cprn Products Refining Co. Argo Factory Argo, Illinois	W .W. Daley, Personnel Manager. Requests bulletin on Washing and Toilet Facilities.
Employers' Association of Chicago, The 35 East Wacker Driver Chicago, Illinois	Mrs. Ione T. Kingsley. Requests Spec. Bul. 1 and 136, 173.
Farrell Manufacturing Co, Joliet, Illinois	P. H. Hoefer, Purchasing Agent. Requests 6 copies of Spec. Buls. 1, 2, 3. Learned at National Foremen's Annual Conference, held in Chicago on Saturday (Sept. 26) that these bulletins could be obtained.
Foote Bros. Gear and Machine Corp. Mfrs. of Speed Reducers, Special Machinery and Gears 4545 South Western Blvd. Chicago, Illinois	Ray Ketchmark, Safety Director. Requests Spec. Bul. 1, and 136, 173.
Goodman Manufacturing Co. Electric Mining Machinery Halsted St. and 48th Place Chicago, Illinois	Effie V. Dick, R.N., First Aid Department. Requests Spec. Bul. 1, and 136, 173 as mentioned in magazine, "What's New in Industrial Hygiene."
Herschel Manufacturing Co., R. Peoria, Illinois (Mfrs. of cutting and repair parts for mowers, binders, combine harvesters, agricultural implement supplies)	F. F. Streibich, General Superintendent. Requests Spec. Bul. 1, and 136, 73.
Illinois Ordnance Plant Carbondale, Illinois	Lt. Robert L. Gallegly, Fiscal Officer. Requests bulletins of Women's Bureau needed by Safety and Inspection Divisions in conjunction with their work at this station.
Johnson & Johnson Gas Mask Division 4951 West 66th Street Chicago, Illinois	Miss Ruth Philbrook. Very much interested in improving the sitting posture of factory and office personnel. Requests Spec.Bul. 1 and 136 and other information re correct seating equipment
Jones, Mary White P. O. Box 52. Aurora, Illinois	Requests any information of assistance in working with women in defense as employee counsellor.

Illinois - Continued

Sills & Co., Theodore R. Public Relations 43 E. Ohio Street Chicago, Illinois	Philip Lesly. Requests booklet on clothing for women war workers.
Staley Manufacturing Co., A.E. Corn and Soybean Products Decatur, Illinois	Mylo G. Roberts, Assistant Director of Safety. Requests Spec. Bulletin 1, and 136, 173.
Standard Safety Equipment Co. 232 West Ontario Street Chicago, Illinois	R.T. Coonley, Sales Promotion Manager. Sent photos showing women using and making their equipment in response to request from MVR.
Transparent Package Company 1019-1025 West 35th Street Chicago, Illinois	Myrtle R. Tate, Personnel. Requests copy of policy statement re employment of pregnance women. Also pamphlet on rotation of shifts. Wishes to be on mailing list; also to receive cost of living index figures.
Union Special Machine Company Industrial Sewing Machines 400 North Franklin Street Chicago, Illinois	W. S. North, Personnel Director. Requests copy of policy statement re protection of pregnant women.
Union Tank Car Company 228 North La Salle Street Chicago, Illinois	A. E. Smith, Vice President. Requests Bul. 173.
Western Cartridge Company East Alton, Illinois	W. C. Schade, General Superintendent's Office. Requests bulletin on Shift Rotation.

Copy sent to E.E.

Women's Bureau
U. S. Department of Labor
Washington

October 27, 1942

Michigan

Bundy Tubing Company General Offices, 10951 Hern Avenue Detroit, Michigan	R. D. Wiley, Factory Manager. Requests compiled lists of occupations on which women now employed, occupa. apparently suitable for women, and occupations partially suitable.
Campbell-Ewald Co (Advertising) General Motors Building Detroit, Michigan	M. Treat, Librarian. One of their clients is looking into possibility of women taking over automobile dealerships. Asks if Bureau has found any instances of this or if we can suggest any source for a discussion of the possibility of women operating in this field. Also asks if there are any estimates of the number of women studying automobile mechanics.
Chrysler Corporation Dodge Division Detroit, Michigan	E. A. Wilkinson, Safety Supervisor. Requested of Mr. Gibson, Com. Of Labor, Lansing, Michigan regulations re dressing rooms, rest rooms, furnishing, size per 100 women, also Federal regula. or recom. Request forwarded to W. B. by Mr. Gibson.
Chrysler Corporation Plymouth Division Detroit, Michigan	D. Kilbour. Labor Relations Department. Requests few copies of Spec. Bul. 1 or any later publications.
Continental Aviation & Engineering Corp. 21 Henry Street Detroit, Michigan	Donald J. Grant, Personnel. Plans to employ women. Wanted information re government regulations and advisory pamphlets re toilet and rest room facilities for women employees (Copy of letter sent to Mrs. Lowrie for her information at Miss Anderson's Request.)
Detroit Steel Products Company 2250 East Grand Blvd. Detroit, Michigan	Paul A. Jans, Personnel Director. States may be necessary in the coming year to employ women in their shop. Never before faced this possibility. Realize there will be many problems. Any information we have will be gratefully received. Shop is primarily punch press shop. Considerable welding to be done on war products they make, but so far have been able to train sufficient men. Certain inspections jobs as well as machine jobs may be available for women.

Michigan - Continued

General Motors Corporation Cadillac Motor Car Division Detroit, Michigan	J. E. Moore, Safety Director and Special Agent, Nat'l. Com. for Conservation of Manpower in War Industries, U. S. Dept. of Labor. Requests all possible material pertinent to women in industry. Has in mind preparation of bulletin for distribution to foremen in war plants to aid them in problems arising from employment of women in industry.
Division of General Motors Chevrolet - Central Office General Motors Building Detroit, Michigan	Mr. A. G. Letherby, Merchandising & Trainihg Department. Requests information re adaptability of women to garage work. Now preparing program designed to assist Chevrolet dealers in training women for as many of the jobs in their dealerships as possible.
General Motors Corporation Medical Department Detroit, Michigan	Isabel Phelan, R.N. Requested (through Miss Bresette of the N.C.W.C.) "Women in the U.S." by M.E.P., Bulletins 1-153. Are employing women in the factory for the first time and would appreciate pamphlets that would be helpful.
Great Lakes Steel Corporation Division of National Steel Corp. Ecorse, Detroit, Michigan	E. J. Langland, Ed. Director. Requests copy of "Safety Clothing".
Mary Lee Candies 3140 Cass Avenue Detroit, Michigan	H. O. Backus, President. Requests report on Confectionery Industry.
Michigan Bell Telephone Co. 1365 Cass Avenue Detroit, Michigan	L. L. Armantrout, Personnel Relations Assistant. Requests copy of recent bulletin concerning working conditions for women mentioned in an interview in the Wage and Hour Reporter (July 1942)
Motor Tool Manufacturing Co. 7777 Cortland Avenue Detroit, Michigan	Leroy S. Rawson, Vice Pres. & Gen. Manager. States steps are being taken to enroll larger percentage of women in his organization; would like latest bulletins outlining restrictions and conditions under which they must work. Would like bulletins mentioned and placed on mailing list. (Letter referred by BLS)
Packard Motor Car Company Detroit, Michigan	J. W. Creveling, Advertising Department. Promises pictures requested by Miss Robinson. Have recently employed women, for the first time in the history of the Packard Motor Co., in their drafting room.

Michigan - Continued

The Timken-Detroit Axle Co. 100-400 Clark Avenue Detroit, Michigan	C. G. Swaney, Safety Engineer. Requesting Safety Posters and other posters. Ack. Sept. 29th letter. Send photo album. Would like to receive future pamphlets re women in industry, especially along safety angles. Hopes to meet Miss Anderson at National Safety Congress.
The C. H. Dutton Co. (Manufacturers of Boilers and Steam Engines since 1880) Kalamazoo, Michigan	John J. Hoppe, Personnel Manager. Requests information on rules and regulations re employment of women in defense plants.
Hampshire Products, Inc. Milan, Michigan	Mr. R. J. Schuler, General Manager. Expect shortly to employ women in plant, wish information re effects of use of women in the factory.

Women's Bureau
U. S. Department of Labor
Washington

Copy sent to E.E.

September 1942

Wisconsin

Tri-Clover Machine Company Kenosha, Wisconsin	Carl O. Nelson, Pers. Mgr. req. bul. "Rules and Regulations" regarding women in industry.
White House Milk Company, Inc. Manitowoc, Wisconsin	Company req. booklets re regulations pertaining to employment of women in milk condenseries. H. M. Clark, President L. A. Shumway, Manager
Frank Calvin Menomonie, Wis., (R. 1)	Farm supply business (Farm supply co-operative), furnishing petroleum products gasoline, oil and grease to farmers, also repair materials and feeds. Wisconsin State Ind. Comm. recommended writing to WB for information concerning type and amount of work women can be expected to perform without injury and undue fatigue. Selective Serv. has taken practically all single men, now taking married men. Likely women may be only hope of continuing services to farmers.

Milwaukee

Allis Chalmers Mfg. Co. Milwaukee, Wisconsin	Lee H. Hill, Vice Pres.-sending first copy of Women's Health & Safety Manual. Prev. corresp. in files.
Bostrom Manufacturing Co. 133 E. Washington St. Milwaukee, Wisconsin	Karl Bostrom - req. charts of State and Federal hours limitations and leaflet on time for meals and rest.
Vilter Mfg. Co. 2217-So. First St. Milwaukee, Wisconsin	(Refrig. and Air-Conditioning Equip., brewery machinery, steam engines.) Helen A. Reischl, R. N., Plant Nurse. Are planning on employing women in defense plant in near future. Requests pamphlets, literature etc. re women in industry.

Copy sent to E.E.

Women's Bureau
U. S. Department of Labor
Washington

September 1942

Illinois

Alton Box Board Co. Alton, Illinois	Mfrs. paper box board. J. Fred Berry, Pers. Mgr. req. buls. Spec. #1, Health 136, Occupa. Dis. 184.
Sherwin-Williams Defense Corp. Carbondale, Ill.	
Wagner Malleable Iron Co. Decatur, Illinois	(Malleable Iron Castings) G. E. Patrick Contemplating employment of a number of women. Req. Spec. Bul. 2, 3, 4.
Chicago	
American Business 4660 Ravenswood Ave. Chicago, Ill.	Magazine
American Steel Foundreis 410 No. Michigan Ave. Chicago, Illinois	Oliver E. Mount, Secy. and Tres. Req. 3 copies of statement on applica. State hr. laws to emp. of women on defense projects, Bul. 173 and Spec. 1. B. F. Koenig, Asst. Vice Pres. Req. Safety Clothing Bulletin.
Acme Steel Company Riverdale Works, Riverdale Station Chicago, Ill.	
The Bastian-Blessing Company 4201 W. Peterson Avenue Chicago, Ill.	
Bunte Brothers 3301 Franklin Blvd. Chicago, Ill. Mfg. Confectioners	E. R. Bartley, Personnel Mgr. Req. 2 add'l copies of Parts I and II of Confectionery Report. "This report is very interesting and will be helpful for the management of our organization."
International Harvester Co. Chicago, Ill.	J. G. MacKenzie, Dir. of Training Req. Bul. 189 and 192.
Link-Belt Ordnance Co. 306 West Thirty-Seventh St. Chicago, Ill.	Norman Mankey, Pers. Dir. Req. bul. on Safety Clothing
Minneapolis-Honeywell Regulator Co. 6 N. Michigan Ave. Chicago, Illinois	Aero Division

Illinois - Continued

Chicago - Contd.

Office of Emergency Management 20 North Wacker Drive Chicago, Illinois	Mrs. Eleanor Hoover, Placement Officer. States OEM, Central Administrative Services in Region #6 contemplates a program for increased employment of women "in our constituent agencies," both in new positions and in replacement of men in professional, technical and clerical positions. Requests bulletin on Federal Service and Conf.erence report of WB Adv. Comm., and any other pertinent material. (Card was sent to Miss Manning by Mrs. Schafer.)
Sears Roebuck and Co. Chicago, Illinois	J. M. Geer, Personnel Dept. Requests bulletin re lunch and rest periods.
Republic Drill and Tool Co. 322 South Green St. Chicago, Ill.	Donald Clemmer, Personnel Dept. Req. releases which are pertinent to personnel work in an industry employing, now (8/14/42) some 2,000 women workers. Recently accepted position, Mr. C. will take up his duties Sept. 1.
Universal Castings Corp. 5821 West 66th St. Chicago, Ill.	Carl H. Muth, Vice President Req. pamphlets on women in def. industries.
Western Electric Co. Room 1105 86 E. Randolph St. Chicago, Ill.	S. M. Hull, Research Librarian Req. Bul. 189-4 (instruments)

* * * * * * * * * * * * * * * *

Caterpillar Military Engine Co. Victory Ordnance Plant Decatur, Illinois	S. S. Skoug, Personnel Director Req. Woman Worker and series of pamphlets on women's present and possible employment in war industries.
Green River Ordnance Plant Stewart-Warner Corporation Dixon, Illinois Main Office: 1828 Diversey Parkway, Chicago, Ill.	Al Jenks, Public Relations Mgr. Refers to our letter 7/21 which spoke of a second report on ordnance plants. Req. copy and all other reports issued in future.
Oak Ordnance Plant Operated by Midland Ordnance Foundation Inc. Illiopolis, Ill.	Bruce Brown, M.D., Medical Director, Req. Spec. Bul. 1, 136, 173. Address mail to: Box 1110, Decatur, Ill.

P. N. Ekholm, Pers. Dept. Asks to be placed on mailing list for past and current bulletins related to women in war industries. Req. bibliography on this subj. and inf. on Woman Worker magazine.

Illinois - Continued

Oak Ordnance Plant -
Operated by Midland Ordnance Foundation Inc.
Illiopolis, Illinois
Address mail to:
Box 1110, Decatur, Ill.

P. N. Ekholm, Pers. Dept. Asks to be placed on mailing list for past and current bulletins related to women in war industries. Req. bibliography on this subject, and inform. re Woman Worker magazine.

Ideal Overall Cleaners
Waukegan Road
Niles, Illinois

R. Maitzen desires literature relative to women's apparel conducive to plant protection in industrial occupations.

Notified Miss Ziegler - 8/31/42:
Rock Island Arsenal
Rock Island, Illinois
Letter signed:
"For the Commanding General:
Frank H. Smith, Major, Ord.
Dept. Assistant"

All communications must be add. to "Commanding General, Rock Island Arsenal, Rock Island, Ill." The Arsenal is interested in receiving data in regard to women in war production work, as referred to in Aug. issue of "Mill and Factory." Kindly mark reply for the attention of the Artillery Vehicle Department.

Central States Petroleum Union
Local No. 115
P. O. Box 181
Wood River, Illinois

Gilbert E. Van Camp, Exec. Sec. & Treas., 170 Central Ave., Wood River, Ill. writes union is faced with problem of women entering oil industry. Req. latest inform. on women in industries, wages, hrs. of work, privileges, and other working conditions.

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L. Horn, President

October 16, 1942

Miss Mary Anderson
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I have your telegram advising that Miss Erickson will not be here until Wednesday, October 21st. Thank you very kindly for this information. We will be looking forward with pleasure to her arrival.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L. Horn, President

October 13, 1942

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I have your letter of the 12th. We are ready for Miss Erickson. I talked to Mr. Ehlen this morning and when Miss Erickson gets here will you please have her come to my office so I can make arrangements for transportation for her from time to time.

We are anxious to have her come on the 19th. If she gets in on Sunday, I suggest she call me at my home, Walnut 3343.

I am pleased with the manner in which you have handled this matter.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

Air Mail
Special Delivery

October 12, 1942

Mr. Charles L. Horn, President
Federal Cartridge Corporation
Twin Cities Ordnance Plant
Minneapolis, Minnesota

My dear Mr. Horn:

I have your letter this morning in regard to the necessity for you to employ more women than was originally estimated.

Miss Erickson came back to the office this morning and I have talked this matter over with her. She will be ready to start work with you in your plant on Monday, October 19, to analyze and classify the work that women can do.

We are very glad indeed to be of service to you.

With best wishes,

Sincerely yours,

Mary Anderson, Director

MA:IS

HI·POWER

FEDERAL CARTRIDGE CORPORATION
TWIN CITIES ORDNANCE PLANT
MINNEAPOLIS, U.S.A.
Charles L Horn, President

October 10, 1942

Miss Mary Anderson
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

As operator of the Twin Cities Ordnance Plant, we are confronted with the necessity of adding more women to the plant operations. The War Department originally estimated that 25% would be women and we now think they will be 65% of the total and perhaps more.

The thing that disturbs us is the inability to classify jobs so women will receive man's pay when doing the same class of work. Having known Miss Ethel Erickson, who has been helpful to us, we called her in Washington and found she was here in Minneapolis. I have talked to her about this matter in detail and I have asked her to suggest one or two persons to assist us in preparing an analysis or survey and properly classify the women working in our plant.

Miss Erickson suggested I write to you at once regarding this matter. I explained to her that I did not expect we could get all the decisions exactly right in the first survey but if we were able to be 50% right, the others would work themselves out in a very short time. We need a competent, capable person as soon as possible to assist us in this survey. If you can send Miss Erickson back here, we would be delighted to have her come. She is a resident of Minneapolis and, I believe, understands our people and I believe she is able and qualified to do this job.

Yours very truly,

FEDERAL CARTRIDGE CORPORATION
Twin Cities Ordnance Plant

President

CLHorn:G

National War Labor Board
Form 10
(11-42)

Budget Bureau No. 07-R001-72
Approval expires 12/31/43

APPLICATION FOR APPROVAL OF A VOLUNTARY OR AGREED-UPON WAGE OR SALARY ADJUSTMENT

Do not use this space

Docket No.

Date rec'd

1. a. Name of employer involved in application: **Federal Cartridge Corporation, Operator Twin Cities Ordnance Plant**
   b. Address: **2300 Foshay Tower, Minneapolis, Minn.**
   c. Address(es) of place(s) of business involved:
   Plant located near Village of New Brighton, Minn.; business office given in b. above.

2. Type of application for which approval is sought (check):
   a. ______ Agreement between employer and labor organization. If checked, name parties to agreement. (See instructions):
   b. ______ Arbitrator's or referee's award (See instructions) If checked, name parties to award:
   c. **x** Voluntary adjustment by employer
   d. ______ Other, specify:

3. Is there a duly recognized or certified labor organization for any or all of the employees affected by the wage or salary adjustment which has not signed this application? Yes ______ No **x** (See instructions)
   If yes, specify the organization

4. Terms of proposed adjustment: (See instructions)

   Fully set forth in addendum marked Exhibit "A"

   (Attach additional sheets if necessary)

5. Number of workers directly affected by proposed adjustment: **See Addendum Marked Exhibit "A"**

6. Proposed effective date of adjustment: **See Addendum Marked Exhibit "A"**

7. Give a brief statement of the reasons for the proposed adjustment of wages or salaries. (See instructions)

   Fully set forth in addendum marked Exhibit "A"

8. Signature(s) of applicant(s): (See instructions)
   a. Labor organization:
   Name of official:
   Title:
   Organization:
   Address:
   Date:

   b. Employer: **Federal Cartridge Corporation, Operator Twin Cities Ordnance Plant**
   Name of official:
   Title: **President**
   Company: **Federal Cartridge Corporation**
   Address: **2300 Foshay Tower, Mpls., Minn.**
   Date: **November 28, 1942.**

   (Attach additional sheets if necessary)

****

Do not write in space below this line.

NWLB actions:

Ruling

For the National War Labor Board:

Name

Title

TO BE FILLED OUT BY EMPLOYER
(See instructions before filling out below)

9. a. Name of employer: **Federal Cartridge Corporation, Operator Twin Cities Ordnance**
b. Trade name of employer: **Twin Cities Ordnance Plant, Federal Cartridge Corporation**
c. Address: **2300 Foshay Tower, Minneapolis, Minn.**
d. Location of place(s) of business involved in proposal for wage or salary adjustment: **Plant located near Village of New Brighton, Minn.; business office given in c. above.**

10. Describe the nature of the business carried on at place(s) of business:
Manufacture of small-arms ammunition for Government under Prime Contract W-ORD-527, cost plus a fixed- fee Contract.

11. Give the following information for all employees in the place(s) of business for the payroll periods ending nearest January 15, 1941 and the date of this application: **Operation of Plant not commenced until February, 1942.**

Dates of payroll period **First payroll period given is first operating payroll**		Wage earners			Salaried workers not in excess of $5000 a year (see instructions)	
From	To	Number actually working	Total man-hours worked	Average straight-time hourly earnings	Number actually working	Average straight-time hourly earnings
2/8/42	2/14/42	705	31,949.9	.6665	400	.82
11/15/42	11/21/42	13,888	645,439.4	.7999	1177	78.52

12. Give the following information on increases or decreases in wages and/or salaries made since January 1, 1941 (or during the period immediately preceding this date) affecting more than 10% of the employees. If the employer has made a flat adjustment give the date the adjustment was made, the amount of the adjustment in cents per hour and the number of workers directly affected. If the adjustment was made in varying amounts of cents per hour, enter each amount of increase or decrease and the number and class of employees directly affected by the adjustment.

Date of change	Nature of change	Number directly affected	Average straight-time hourly earnings, before change, of no. directly affected	Total number of employees actually working on date of change
7/26/42	6¢ per hour increase	2,532	.5879	11,772
	Female Operators			

(Attach additional sheets if necessary)

13. Is application being made to the National War Labor Board through other offices of the Wage and Hour and Public Contracts Divisions for wage or salary adjustments in other places of business owned or operated by this employer?
Yes ______ No **x**
If the adjustment for which this application is made is approved, is it intended to request approval of similar adjustments in other places of business owned or operated by this employer? Yes **x** **Possible in connection with operator's privately owned Anoka Minnesota Plant**

14. a. Do you intend to make the proposed wage or salary adjustment the basis of a request for an increase in the price ceiling of any commodity or service? Yes ______ No **x**

b. If yes is checked, note instructions and give the following data:
1. On what commodity or service will a price ceiling increase be sought? ______
2. What would be the effect on your business if the proposed wage or salary adjustment is approved without price relief? ______

(attach additional sheets if necessary)

Federal Cartridge Corporation, Operator Twin Cities Ordnance Plant
For the employer:
Name ______ 11/28/42
Title **President**

EXHIBIT "A"

Factual background, development of Sections 4, 5, 6 and 7 of Application Form No. 10, for approval by War Labor Board of wage rate increases and data furnished pursuant to instructions of War Labor Board and Ordnance Department Fiscal Circular No. 172 and Changes thereof.

A. FACTUAL BACKGROUND

1. Twin Cities Ordnance Plant - Federal Cartridge Corporation, manufactures small-arms ammunition for the United States Government under Prime Contract W-ORD-527. The present Plant is composed of two main divisions, known as Plant No. 1 and Plant No. 2. The latter is an expansion of the original Plant and was authorized under Supplements to the Prime Contract. Manufacturing operations began in Plant No. 1 in February, 1942; this Plant is now in full operation. Only a portion of Plant No. 2 is now in operation, but complete operation is expected within a few months.

2. Both Plants are operated on a three shift basis. A two-hour difference in time of shifts of the two Plants will be instituted December 1,1942. These shift schedules or times are as follows:

	PLANT #1	PLANT #2
"A" Shift	7 AM to 3 PM	9 AM to 5 PM
"B" Shift	3 PM to 11 PM	5 PM to 1 AM
"C" Shift	11PM to 7 AM	1 AM to 9 AM

The two-hour differences are necessary to coordinate shift changes with efficient and economical transportation service for employees.

Shifts are not rotated.

3. The total number of women workers at the Plant, including all classifications down to the close of payroll period 11/15 - 21/42 was about 7,428. The total number of women in actual production was about 6,694. Women compose about 46.54% of the total Plant personnel to date. It is estimated that when full operations are under way, that women will compose not less than 60% of the total Plant personnel. The Female Machine Operators compose the largest single classified group of women and with very few exceptions, all Machine Operators have been and still are and will continue to be women. Women Machine Operators compose 83.4% of the operating force. Male operators con-

stitute 16.6%, but these are operators of a different type or class and cannot be compared as to work with women. Their pay ranges from 86¢ - 92¢ per hour.

4. A ninety day probationary period must be served by all Plant employees. If services are satisfactory at the end of that period, they are then advanced from their starting rate to the regular job rate.

5. Under the long established work classifications and wage rate schedules set up by the Rating Committee, Twin Cities Ordnance Plant, Federal Cartridge Corporation, are the following classifications of Female Machine Operators and Inspectors, - at the respective rates indicated :

	Rate		Rate
Operator I Female	60¢ - 66¢	Inspector I Female	60¢ - 66¢
" II Female	66¢ - 70¢	" II Female	70¢ - 74¢
" III-A Male	74¢- 82¢	" III Male	78¢ - 86¢
" III-B Male	78¢ - 86¢	" IV Male	86¢ - 92¢
" IV Male	86¢ - 92¢	" V Male	92¢ - $1.00.

No men hold the positions of Operator I or II, or Inspector I or II. However, several months ago, the position of Inspector III was held by men only. The work of Inspector III was and is checking components, gaging, making reports and passing on acceptability of work. The established rate for this classification was and is 78¢ - 86¢ an hour. Recently, and within the last sixty days, women have been assigned to these positions of Inspector III and perform the work required by that position equally well as did the men. At present, there have been 183 Women supplant men as Inspectors III in this work, and it is contemplated that eventually there will be a total of about 332 women Inspectors III. They are receiving and will receive 78¢ - 86¢ per hour, which is the rate paid to the men, since pay is on a job basis and it can be performed as well by women as by men. The positions of Operator II and Inspector II are female jobs, as are the positions of Operator I and Inspector I. At present, there are close to 1,000 women holding the position of Inspector I and about eleven holding the position of Inspector II. This latter group is to be re-classified as Inspectors IV, because their duties and responsibilities are the same as of men under classification Inspector IV.

6. The relative difference in responsibilities, work and skill between the Inspector III job at 78¢ - 86¢ and Operator III-A at 74¢ - 82¢ and the work of the Operator II and Inspector II jobs, as above mentioned, is not as great as the present difference in pay rates would indicate. Growing dissatisfaction on the part of Operators II and Inspectors II because of this very slight difference in work and responsibility is going to cause a great deal of disruption and trouble in operations.

7. The Department of Labor, through its official investigators, Miss Ethel Erickson and Miss Marie McCabe, has spent several weeks in making survey of the wage rates, duties, responsibilities and other pertinent factors relative to employment at the Plant for the purpose of determining the status and comparative wage rates of women workers. Pursuant to that investigation, it has been urged by the Labor Department, through Miss Ethel Erickson, that the proposed increases herein set forth for the classifications of Women Machine Operators II and Inspectors II be put in effect, in order to equalize pay rates between men and women performing the same work, and eliminate the disparity between these classification rates and the rates of Inspector III and Operator III-A. To this end, we have received the following quoted official communication from Miss Ethel Erickson:

"GENERAL

> "The Women's Bureau of the United States Department of Labor was requested by Mr. Charles L. Horn, President of Federal Cartridge Corporation, to send field representatives to investigate the work done and wage classifications of women employees who were replacing men and to suggest jobs on which women might replace men at a future date. Representatives* of the Women's Bureau observed the work of women and men in the production divisions of the Twin Cities Ordnance Plant, discussed jobs and rates with company officials, superintendents, foremen and members of the industrial relations department. The changes in classifications and rates for women workers which are requested of the War Labor Board are based on the reports and conferences from this special study made by the Women's Bureau at the plant.
>
> "A general appraisal of the wage structure of the plant disclosed inequalities in rates based on sex. In establishing the basic wage for this plant, the lowest rate for male labor (movemen) was set at 74-82 cents an hour, while for women operators and inspectors it was 60-66 cents an hour. The lowest permanent

rate for a male machine operator was set at 82 cents even though the skill, effort, responsibility and working conditions were quite similar to those required of women for 66 cents. Now, when women are taking over work which was first considered suitable only for men, the inequities become apparent.

"When women have replaced men as line inspectors, tracer and I. B. bullet chargers, their rates will be raised to an 86 cent standard. Women who remain on jobs considered women's from the first are pratically frozen to a 66 cent level although there is not a proportionate degree of differences in the skill, exertion and responsibility required. To reduce this differential in rates a reclassification of Operator Or Inspector I to Operator or Inspector II is necessary. The rate for the latter which is requested is 70¢-76¢ an hour. All other reclassifications of women have been planned within the wage schedule which was in use October 1, 1942.

"/s/ Ethel Erickson -
Industrial Supervisor
Women's Bureau
U. S. Dept. of Labor
Washington, D. C.

"*Representatives of the Women's Bureau, U. S. Department of Labor
1. Ethel Erickson, Industrial Supervisor
2. Marie McCabe, Junior Investigator."

A Resume of the Labor Department's Report is attached hereto as Exhibit "B".

B. TERMS OF PROPOSED ADJUSTMENT (Section 4 of Application)

We propose to increase the present rates of Women Machine Operators II and Inspectors II as follows:

Classification	Present Rate	Proposed Rate
Operator II	66¢ - 70¢	70¢ - 76¢
Inspector II	70¢ - 74¢	70¢ - 76¢

Duties and responsibilities of these classifications are practically identical.

C. NUMBER OF WORKERS AFFECTED BY PROPOSED ADJUSTMENT (Section 5 of Application)

About 75% of the Women Operators in the Production Division are affected by this proposed change. The reason for this is that large numbers are being reclassified and upgraded to the classification of Operator II and Inspector II. These women are being taken from classifications Operator I and Inspector I. Approximate numbers affected by the proposed change in the classifications named are as follows:

	Number Now Affected
Operator II	About 4,500
Inspector II	About 1,040

D. PROPOSED EFFECTIVE DATE OF CHANGE (Section 6 of Application)

These proposed increases or changes were authorized and passed formally by the Rating Committee on November 19, 1942, to become effective on December 13, 1942.

E. SURVEY OF COMPARABLE JOB WAGE RATES

1. Community and Area Rates

a. Information from best available general source, Associated Industries of Minneapolis, is as follows:

War Plants - Machine Operators - Female - Average 79.3¢ per hour
All Plants - " " " " 78.8¢ " "

b. Information from the following named Plants in the Twin Cities area relative to female operators and their wage rates is as follows:

(1) International Harvester Company - Minimum rates for females are 59½¢ to 64½¢ per hour. This applies to all inexperienced female help. An experienced girl would start at 64½¢ per hour. A wage incentive valuation plan is in operation. Minimum of 70¢ to 94¢ per hour for piece work is allowed. Most of the Machine Operators are skilled, consequently, the rates are higher than that of an ordinary operator. There are nine different groups ranging from 70¢ to 94¢ per hour.

(2) Minneapolis-Moline Power Implement Company - Women receive the same pay as men for the same job. Very few Women Machine Operators. Two Oster Screw Machine Operators receive 91¢ per hour; one on a paint machine, 82¢ per hour; twenty to twenty-five Inspectors receive 64¢ to 79¢ per hour; Junior Inspectors, a classification not yet established, will probably receive 92¢ per hour. Other companies contacted were as follows:

(3) General Mills, Inc. - No Female Machine Operators at all; all men are first class machinists.

(4) Northern Pump Company - No Female Machine Operators at all, all men are first class machinists.

(5) Ford Motor Company - No Female Machine Operators at all.

2. Survey of War Plants Engaged in Manufacture of Small-Arms Ammunition

Owing to different methods of rate scheduling and classification of employees at the three Ordnance Plants with which we communicated, we have been unable to obtain a comparison of any corresponding or similar wage rates or classifications. The basis of classification in two of these Plants is job evaluation, or point system. The following named Plants were to be cited for comparative rates and classifications:

Lake City Ordnance Plant - Independence, Kansas; Remington Arms Company;
Des Moines Ordnance Plant - U. S. Rubber Company

Each of the above-named Plants bases its wage rates upon the same system, namely, that of job evaluation, as mentioned.

St. Louis Ordnance Plant - St. Louis, Missouri; United States Cartridge Co.

We are informed that this Plant has in excess of twenty-five classifications of Machine Operators.

F. REASONS FOR PROPOSED ADJUSTMENT OF WAGES: (Section 7 of Application)

1. To Correct Maladjustments and Inequalities

a. In view of the very slight difference in responsibility, skill and work required between the position of Inspector III, at 78¢-86¢ an hour and Operators III-A at 74¢ - 82¢ an hour and the Machine Operators II, at 66¢-70¢, and Inspectors II at 70¢-74¢ -- it is necessary that these latter two rates be readjusted and raised to make them more nearly coincide with that of the Inspector III and Operator III-A.

b. The Labor Department has officially recommended and urged that these Machine Operators'II and Inspectors'II rates be adjusted as herein indicated.

c. The adjustment of the rates mentioned will more nearly equalize them with those of comparable job rates in the nearby industrial area.

d. If men held these jobs, their rates of pay would be the same as, if not more than, the proposed increased rates. Basic inequality between male and female employees doing the same work will be removed, and a growing dissatisfaction quieted.

2. To Aid in Effective Prosecution of the War

Adjustment of these wage rates, as mentioned, will prevent employees from leaving for other employment and will aid in assuring uninterrupted work. Employees will be satisfied. These factors are of first importance in the manufacture of ammunition. Uninterrupted manufacture of ammunition is a basic factor in effective prosecution of the War.

The basic policy of the job carrying the rate of pay rather than a differential in pay being maintained between men and women for the same job will become more firmly established. Men would never accept the machine operator jobs at the current rates indicated for these two classifications, and the conclusion, therefore, must be that the rates as originally set up were based upon the assumption that these jobs would be performed by women, and, consequently, carry a lesser rate of pay. Elimination of this disparity will effect compliance with the rule that the job, rather than the person, carries the rate established.

G. SUPPLEMENTARY INFORMATION

1. Rating Committee

A Rating Committee of three members established since commencement of operations meets once each week to consider wage and salary questions of Twin Cities Ordnance Plant, Federal Cartridge Corporation, and officially sets wage schedules and salary rates. These schedules or rates for Machine Operators were and are part of the complete roll of schedules and wage rates set by this Committee and have been in operation and effect with few minor changes since April, 1942.

2. Basis for Setting Wage Rates in General

a. Surveys of living costs in the area and wage rates, generally, of other War Plants and local industries were made.

b. Differences, if any, between various wage rates at Twin Cities Ordnance Plant, Federal Cartridge Corporation, and other Defense Plants would largely be due to climatic conditions, quality of labor and transportation. Winter in this area is unusually long and rigorous. The Plant is about eleven miles from the downtown area of each of the Twin Cities. Cost of transportation, in many instances two fares,- may be required each way, although the Government defrays part of the fare so far as bus transportation is concerned. Certain living costs in this part of the country are necessarily higher than elsewhere. Wage rates in the community reflect this situation and wages at the Plant would necessarily coincide with such local wage rates. Quality of labor in this area is in general considered to be higher than in most other areas.

3. Basis for Determining Amount of Proposed Adjustment

a. The amount of the adjustment requested in this Application was determined after investigation by and consultation with the representatives of the Labor Department.

b. It is proposed to adjust rates generally to coincide with the policy of equal pay for women doing comparable work.

c. The proposed increased rates reduce the disproportion between the rates of pay for the jobs involved and the respective differences in work, skill and responsibilities of those jobs.

On other jobs where women have replaced men, wage rates have been adjusted within the existing wage schedules so that women receive the same pay that men received for comparable work.

Respectfully submitted,
FEDERAL CARTRIDGE CORPORATION
Operator of:
Twin Cities Ordnance Plant

By:
President

Dated: November 28, 1942.

C O P Y

GENERAL

The Women's Bureau of the United States Department of Labor was requested by Mr. Charles L. Horn, president of Federal Cartridge Corporation, to send field representatives to investigate the work done and wage classifications of women employees who were replacing men and to suggest jobs on which women might replace men at a future date. Representatives* of the Women's Bureau observed the work of women and men in the production divisions of the Twin Cities Ordnance Plant, discussed jobs and rates with company officials, superintendents, foremen and members of the industrial relations department. The changes in classifications and rates for women workers which are requested of the War Labor Board are based on the reports and conferences from this special study made by the Women's Bureau at the plant.

A general appraisal of the wage structure of the plant disclosed inequities in rates based on sex. In establishing the basic wage for this plant, the lowest rate for male labor (movemen) was set at 74-82 cents an hour while for women operators and inspectors it was 60-66 cents an hour. The lowest permanent rate for a male machine operator was set at 82 cents even though the skill, effort, responsibility and working conditions were quite similar to those required of women for 66 cents. Now when women are taking over work which was first considered suitable only for men, the inequities become apparent.

When women have replaced men at line inspectors, tracer and I.B. bullet chargers, their rates will be raised to an 86 cent standard. Women who remain on jobs considered women's from the first are practically frozen to a 66 cent level although there is not a proportionate degree of difference in the skill, exertion and responsibility required. To reduce this differential in rates a reclassification of Operator or Inspector I to Operator or Inspector II is necessary. The rate for the latter which is requested is 70-76¢ an hour. All other reclassifications of women have been planned within the wage schedule which was in use October 1, 1942.

/s/ Ethel Erickson
Industrial Supervisor
Women's Bureau
U. S. Dept. of Labor
Washington, D. C.

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*Representatives of the Women's Bureau, U. S. Department of Labor

1. Ethel Erickson, Industrial Supervisor
2. Marie McCabe, Junior Investigator

Memorandum to: Mr. Charles L. Horn
Mr. R. B. Ehlen

November 27, 1942

From: Mr. Oscar Sell, Twin Cities Ordnance Plant
Ethel Erickson, Women's Bureau, U. S. Department of Labor

Subject: Reclassification of women employees to bring their rates to an equal or comparable basis with men to meet War Labor Board Directive 16.

Classification of women for the following jobs shall be:

Code	Job	Rate	Comments
891	Operator I	60-66¢	Established rate to be used for beginners and trainees.
892	Operator II	70-76¢	New rate - All women now classed as Operator I (and Inspector I) are to be regraded to Operator II (and Inspector II). This change in grades is to equalize existing inequities in rates of men and women.
851	Inspector I	60-66¢	Established rate to be used for beginners and trainees
852	Inspector II	70-76¢	New rate - See note Operator I
853	Inspector III Line or process	78-86¢	Established rate in wage schedule but new for women. A direct substitution of women for men has been made.
	Tool and gage inspector		Women are taking over work formerly performed by men as tool and gage inspectors.
854	Inspector IV	86-92¢	Established rate in wage schedule. Women supervisors formerly classed as Inspector II to be upgraded to Inspector IV.
893	Operator IIIa Plate Loader Primer Assembly Operator (Toggle Press)	74-82¢	Established rate in wage schedule but new classification for women.
	Oiler-wiper (asst. to Oiler I)		No women as yet but proposed classification.

893	Operator IIIb Tracer charging I.B. Polishing (lapping) Annealing furnace	78-86¢	Established rate in wage schedule but new classification for women. No women as yet but proposed classification.
531	Adjuster I	84-92¢	Established rate in wage schedule. New job for women.
374	Laboratory Technician II Velocity-Gunner-Chronograph Operator Hand loader Drop test Bullet pull test	74-82¢	Established rate in wage schedule. Women formerly classed as Inspector II and Laboratory Technician I to be reclassified.
966	Powder Handler I Primer-Tracer Area Pre-blend I.B. Salts and Tracer Mixers Hand-trucker Expolsives Dry, can, and truck primers Pre-mix of primer composition	78-86¢	Established rate in wage schedule. No women employed but proposed rates
461	Guards (Guardette inside bldg.)	76-80¢	Established rate in wage schedule. No women employed but proposed rate for women.
401	Escorts and Messengers	60-66¢	Established rate in wage schedule. No women employed but proposed rate for women.
901	Machinist Helper #1 (upgrading to #2 and #2)	86¢	Established rate in wage schedule. Lowest prevailing rate for men on this job. New job proposed for women.
552	Motor trucker - explosives	86¢	
551	Area station wagon	72-76¢	Established rate in wage schedule.
925	Auto driver - Chauffeur I	60-66¢	No women employed but proposed rate.
	" " " II		
531	Safety Inspector To check on women's observance of safety rules.	78-86¢	Established rate in wage schedule. New job proposed for women.

TWIN CITIES ORDNANCE PLANT

Operator I

This is a classification to be used for trainees and beginners.

Operator II**

Women to be classed as Operator II are employed on the following operations:

- Drawing (4 draws for cases - 3 for bullets)
- Trimming
- Bumping
- Heading
- Pocketing
- Head Turn
- Chamfering
- Taper and plug
- Mouth and neck anneal
- Body Anneal
- Colt and rumble washers
- Gage and weigh*
- Screw machine visual inspection*
- Canneluring bullets
- Primer manufacturing
  - Blanking and forming of cups and anvils
  - Plate fillers and anvil assemblers
  - Foil operators
- Bullet Assembly
- Primer Invert
- Primer Insert
- Straight line loading
- Packing
  - Assembling boxes, partitions and cartons
  - Pack
  - Label and stamp
  - Feed dryers
- Hand trucker and conveyor attendant

"Other jobs not specified which may be consistent with the designation Operator II."

Operator IIIa

Plate loader	Men plate loaders doing the heavy work on crimping press and assembling cases for loading are classed as Operator IIIb
Primer Assembly Operator (Toggle press)	Toggle press for primer assembly formerly operated by men rated as Operator IIIb. Women rotate on other jobs so not a full substitution of men for women.

Operator IIIb

Tracer and I.B. charging	Originally rate set for men was 78-86¢ Women are taking over entire operation.
Polishing - Lapping	Men lappers have been classed adjusters but women are not taking over the complete job so a lower rate has been suggested for women. These women were formerly classed as Operator I which is inequitable for the work performed.

*These are classed as operators not inspectors in T.C.O.P.

**Similar jobs not specified requiring similar skills which may occur in future.

Inspector I
This classification to be reserved for beginners.

Inspector II
Hand gage
All final visual

Inspector III
Process or line (Women do 100% substitution for men)
Tool and gage

Inspector IV
Supervisory - group leader - twenty or more girls under group leader.
Lowest rate paid men in similar occupation 86-92¢

NWLB - UPSTATE telephone WORKERS UNION (N.Y.)

REPRODUCED AT THE NATIONAL ARCHIVES

REPRODUCED AT THE NATIONAL ARCHIVES

269

November 9, 1945

Mr. Harry Pozefsky
Attorney-at-law
20 North Main Street
Gloversville, New York

Dear Mr. Pozefsky:

At long last I am able tp pick up on a situation that came to my attention in September on my return to Washington after my vacation, mamely as to how you as the counsel of the Upstate Telephone Workers Union could help in publicizing in any ways feasible the National War Labor Board's favorable decision on the Union's case asking for abolition of discrimination against married women.

Of course the time for newspaper publicity was early in September and I regret immensely that due to a difficult combination of circumstances, I was not in a position to make concrete and effective suggestions at that psychological moment.

One problem that we encountered was difficulty in getting the material multilithed. Now, however, we have just received our supply and, I am enclosing six copies, and folded into each is a mimeographed statement on the decision.

Though I believe you will agree with me that the time is past for any special newspaper publicity at this late date, still you might find it worthwhile to give a copy of the Statement to the Board to the labor correspondents of certain of the New York City papers, the Times, Herald Tribune, and so on. It might be featured at this time in connection with the unemployment situation and any developing tendencies on the part of employers to discriminate against married women looking for jobs and in view of the attitude of the public in thinking that married women workers generally should "go back to the home."

We have sent copies of the two statements to a number of unions on our mailing list and to a number of key women who are leaders in their locals.

We would be glad to supply you with more copies should you wish them - 25 or more - for you to distribute in any way you wish.

Very sincerely yours,

Mary V. Robinson, Chief
Information Division

MVR/jc
Inf.Div.
cc gen. files
robinson

See Nat'l Women [illegible] - 269 for enclosed [illegible]

REPRODUCED AT THE NATIONAL ARCHIVES

Return to:
Mrs. Schafer

August 11, 1945

Mr. Harry Pozefsky, Attorney
40 North Main Street
Gloversville, New York

Dear Mr. Pozefsky:

Since we have had a copy of the Board's decision in the case of the Upstate Telephone Company and Upstate Telephone Workers Union (Case No. 111-11514-D), I am sure you have been informed long since and I would assume that you, too, were pleased at the outcome.

Is the Union going to do anything about publicize that part of the decision that relates to prohibiting discrimination in employment because of marital status?

Sincerely yours,

Frieda S. Miller, Director

FM:IS

REPRODUCED AT THE NATIONAL ARCHIVES

~~[illegible]~~ : 33
Shd see
decision

9/10
6:00

Rachel—

I told Flo you said it wasn't too late & Pozefsky expects to hear from us & she said it was OK for you to go ahead & do what you wanted on it. JHS

Sept. 6, 1945

To: Miss Robinson
From: Miss Miller

Since the deadline was the date of the memorandum, it is too late to do anything. I guess we had better bury it.

[illegible]

[illegible] Pozefsky [illegible]

[illegible]

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Miss Miller

DATE: August 31, 1945

FROM : Rachel F. Nyswander

SUBJECT: Publicity on Women's Bureau married-women's brief filed with National War Labor Board in Upstate Telephone Workers Union case.

Mr. Harry Pezevsky, with a man whose name I didn't get, called at the office the 24th in regard to a letter you had written him on the subject of publicity he could get out on the War Labor Board's decision in the Upstate telephone case, favorable to married women's employment. Mr. Pozevsky said he would like to know what you had in mind. With the end of this week, the 31st the telephone company has no more time left to file an appeal, and publicity should be attended to, using this "deadline" as the time for announcing the decision.

I have spoken to Miss Robinson about this, as she was absent too when he called, and she would be glad to write him after you indicate what you had in mind. One question especially she has in mind is whether you would want the Bureau named in the story as having come into the case at the request of the union, etc. (Rightly or wrongly, I told Mr. Pozevsky I thought we would appreciate being mentioned.)

Mr. Pozevsky is doing nothing about this until he gets an outline from us. Will you let Miss Robinson know your wishes?

Files

OK. MB

Miss Plunkett
Mrs. Nyswander
Alice Angus

October 18, 1945

Statement summarizing National War Labor Board ruling re marital status discrimination in Upstate Telephone Case.

The National War Labor Board recently issued a directive order and press release in the case of Upstate Telephone Company, Johnstown, N. Y., and Upstate Telephone Workers' Union, N.F.T. W., Case No. 111-11514-D, decided July 30, 1945.

This case involved, among other issues, the question of discrimination by the employer against women in hire and tenure of employment, on the basis of marital status. For a number of years, the telephone company had followed the policy of refusing to hire married women and of discharging women employees upon marriage. During the war, the company employed married women on a temporary basis but denied them pension and health benefits accorded to the regular staff. The union petition to the National War Labor Board included the request that the employer be directed to discontinue ~~the~~ discriminatory practices against women workers.

In view of the detrimental effects ~~of such a policy~~ on women's opportunities to earn a living, of the company's policies with respect to hiring and tenure. the Women's Bureau filed a separate statement with the National War Labor Board pointing out the unfortunate economic, social, and legal implications of these company~~'s~~ practices and requesting remedial action by the National War Labor Board.

The National War Labor Board gave a ruling favorable to the union on this issue, establishing a precedent which is of special interest to unions and to women members. In the directive order, the National War Labor Board laid down as one of the terms and conditions governing the relationship between the parties, the mandatory requirement that

> "No employee shall be discriminated against by the company with respect to benefits, terms, or conditions of employment because of her marital status."

The Board ordered the parties to incorporate such terms and conditions in a signed agreement, thus insuring continuing observance of the non-discriminatory policy during the life of the contract.

AA:MMG

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

B-1888U

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

Upstate Telephone

For Release in Morning Papers
Of Saturday, September 8, 1945
Radio: 7 P. M., Friday

Cleared and Released Thru
The Facilities of the
Office of War Information

The industry members of the National Telephone Commission of the National War Labor Board, in a dissenting opinion announced today, asserted that, under the limitations of the Fair Labor Standards Act, the Commission had exceeded its jurisdiction in awarding wage increases to switchboard operators employed at certain small community exchanges of the Upstate Telephone Company, servicing upstate New York.

The opinion, written by Burton W. Saunders and G. K. McCorkle, was issued in connection with a recent decision of the Commission which awarded wage increases to approximately 200 workers employed at the company's traffic, accounting and commercial departments who are represented by the Upstate Telephone Workers Union, affiliated with the National Federation of Telephone Workers, Independent.

The industry members cited an amendment to the Fair Labor Standards Act which provides that the minimum wage of 40 cents an hour established by the Act does not apply to "any switchboard operator employed in a public telephone exchange which has less than 500 stations."

The company operates 36 exchanges, of which four employ switchboard operators servicing less than 500 stations. Twelve of the exchanges have dial stations and do not have switchboard operators. Eleven counties are serviced by the company.

In a decision issued on August 1, the Commission awarded wage increases ranging from five cents an hour in the starting rates to 14 cents an hour in the maximum rates, depending on the location of the exchange and the time required to reach the maximum rates.

Prior to the Commission's directive, the time required to reach the maximum wage rates varied from 10 to 15 years. The Commission reduced the schedules so that the maximum rates could be reached in three to eight years, depending on the location of the exchange.

Under the adjusted schedules, the employees receive starting rates of 45 cents an hour and the maximum earnings for traffic department employees range from 60 to 70 cents an hour. Maximum rates for accounting department employees were set at 77 cents an hour. Industry and labor members of the Commission dissented from various parts of the new schedules.

The wage adjustments were made by the Commission in accordance with its wage stabilization policy based on Regional Board clerical brackets and consideration of appropriate Bell system differentials.

7239
9/6/45

The National Board had established the rate of 55 cents an hour as the minimum wage required to maintain a decent standard of living. The Board had recently announced that wage rates of 55 cents an hour do not require Board approval even though price ceilings may be affected.

In other parts of the directive involving the Upstate Telephone Company wages schedules, the Commission ordered night shift differentials of $1 a week for all shifts ending from 7 p.m. to 11 p.m. and $2 a week for shifts ending from 11 p.m. to 7 a.m. The company, previous to the Commission's directive, had not paid any night shift differential.

The company had agreed to accept the union's demand for time and one-half compensation for work performed after eight hours a day and 40 hours a week.

The industry members took exception from an opinion of the General Counsel of the NWLB which stated that the Fair Labor Standards Act does not limit the Board's jurisdiction in directing wage increases even though the Act makes specific exceptions to the minimum wage provision.

The dissenting opinion declared that the increases ordered by the Commission for operators at exchanges with 500 or less stations are "unlawful in that they deprive the company of exemption from wage and hour provisions of the Fair Labor Standards Act."

The Commission also violated the provisions of the War Labor Disputes Act, the industry members asserted, in that the Board is "specifically admonished against interfering with the operation of the Fair Labor Standards Act."

The dissenting opinion also said that the "revenue per customer at the small telephone exchange is less than at an exchange in a metropolitan area. At such an exchange, the company simply does not have revenue with which to pay wages that would be entirely proper in a larger community."

The Commission's directive order and the dissenting opinion are attached.

NATIONAL WAR LABOR BOARD
NATIONAL TELEPHONE COMMISSION

In the matter of:

Date of Mailing: August 1, 1945

Upstate Telephone Company
Johnstown, New York

Date of Action: July 30, 1945

and

Upstate Telephone Workers Union,
NFTW

Case No. 111-11514-D

DIRECTIVE ORDER

The National Telephone Commission acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 2, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties:

I. Wages

A. Traffic Department

Wage rates for employees in the Traffic Department shall be increased in accordance with the following schedules:

Schedule I

Canajoharie - Gloversville - Johnstown

Months	Rate
0 - 3	$.45 per hour
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 - 60	.60
61 - 72	.62½
73 - 84	.65
85 - 96	.67½
97 and over	.70

Schedule II

Adams - Boonville - Chestertown - Lowville - Old Forge - Pulaski

0 - 3	$.45
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 and over	.60

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9/6/45

Schedule III

Northville

Months	Rate
0 - 3	$.45 per hour
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 - 60	.60
61 and over	.62

Schedule IV

Luzerne - North Creek

0 - 3	$.45
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 and over	.56

B. Accounting Department

The wage rates for employees in the Accounting Department shall be increased in accordance with the following schedule:

Months	Rate
0 - 3	$.45
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.58
49 - 60	.61
61 - 72	.64
73 - 84	.68
85 - 96	.72
97 and over	.77

C. For purposes of transition from present schedules to the schedules ordered herein, each employee shall be deemed, as of the retroactive date of this order, to have that total length of service within his group which would be required for him to have progressed from the starting rate to his present rate on his present schedule, plus the length of service of the employee on his present rate. Each employee shall receive that amount of increase over his present rate to which his length of service (determined as above) on the schedules herein ordered entitled him, and the employees shall be placed on the new schedules at their increased rates.

II. Night Shift Differential

The Company shall put into effect the following schedule of night shift differentials:

$1.00 per week for all shifts ending from 7 p.m. to 11 p.m.
2.00 per week for all shifts ending from 11 p. m. to 7 a.m.

III. Compensation for Additional Work Loads

A. The Union's request for compensation for work done beyond the normal work load is hereby denied.

B. The Union's request for oral hearing with respect to this issue is denied on the ground that it is contrary to National War Labor Board policy to order any incentive plan.

IV. Overtime Pay

All hours worked in excess of 8 per day and 40 per week shall be compensated at the rate of time and one-half the employee's regular straight-time hourly wage rate.

V. Retroactivity

The wage adjustments ordered herein shall be retroactive to October 16, 1944.

The procedure to be followed in making the retroactive payment to those employees who have either quit or been discharged shall be in accordance with the annexed copy of the Board's Resolution of April 2, 1943.

VI. Union Security

(a) All employees who, on August 18, 1945, are members of the Union in good standing in accordance with its constitution and by-laws, and all employees who become members after that date, shall, as a condition of employment, maintain their membership in the Union in good standing for the duration of the collective agreement in which this provision is incorporated, or until further order of the Board.

The Union shall, immediately, after the aforesaid date, furnish the National Telephone Commission with a notarized list of its members in good standing as of that date.

The Union, its officers and members shall not intimidate or coerce employees into joining the Union or continuing their membership therein.

(b) If a dispute arises as to whether an employee (1) was a member of the Union on the date specified above or (2) was intimidated or coerced during the fifteen-day "escape period" into joining the Union or continuing his membership therein, such dispute may be submitted for determination by an arbitrator to be appointed by the National War Labor Board. The decision of the arbitrator shall be final and binding upon the parties.

(c) If a dispute arises as to whether an employee (1) has failed to maintain his membership in the Union in good standing after the aforesaid date, or (2) was intimidated or coerced into joining the Union after the aforesaid date, such dispute may be submitted for determination by an arbitrator to be selected in the manner provided by the contract of the parties, or if no such provision exists, to be selected by special agreement. In the absence of such a contract provision or special agreement, the arbitrator will be selected by the National War Labor Board, on due application. The decision of the arbitrator shall be final and binding upon the parties.

Any party desiring to post or otherwise publish an official explanation by the National War Labor Board of the foregoing maintenance of membership may use the attached form of notice. A statement of the procedure to be followed in administering the maintenance of membership provision, in the absence of some other procedure agreed to by the parties, is also attached.

VII. Arbitration

If a difference arises between the Union and the Company with respect to a question of interpretation or application of the terms of their collective bargaining agreement, which cannot be resolved through negotiations by the parties under their grievance machinery, the matter shall be submitted to arbitration at the request of either party. If the parties do not agree upon an arbitrator within five days after a request for his appointment, either party may request the National War Labor Board to appoint the arbitrator. The arbitrator's expense shall be shared equally by the parties and his decision shall be final and binding upon both parties. The arbitrator shall have no authority to change, add to, or subtract from the contract.

VIII. Status of Married Women

No employee shall be discriminated against by the Company with respect to benefits, terms or conditions of employment because of her marital status.

The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

This order shall stand confirmed as the order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 15 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board, in which event this order shall be suspended until disposition of the petition for review unless the National War Labor Board otherwise directs or has otherwise directed or the parties otherwise agree.

Nothing in this order is intended to prevent the parties from agreeing upon the date when the order or any part thereof shall take effect, and, in the event a petition is filed with the National War Labor Board seeking review of portions of this order, either party may request the National Telephone Commission to make the remaining portions of the order immediately effective.

Representing Labor:
(Dissenting from starting rate ordered for Schedule I and the top rate ordered for Schedule IV; Paragraph II and Paragraph III):

William M. Dunn
John L., Crull

Representing Industry:
(Dissenting on all wage rates with the exception of the starting rate ordered for Schedule I and the top rate ordered for Schedule IV; Paragraph IV and Paragraph VI):

Burton W. Saunders
Graham K. McCorkle

Representing the Public:

Pearce Davis
Henry J. Meyer

(SEAL)

NATIONAL TELEPHONE COMMISSION

In the matter of
Upstate Telephone Corporation
of New York
and
Upstate Telephone Workers
Union, Affiliated with the
National Federation of Telephone
Workers

August 30, 1945

Case No. 111-11514-D

DISSENTING OPINION OF INDUSTRY MEMBERS

Prior to taking final action on the disputes with respect to wages and overtine pay for switchboard operators employed in the Company's exchanges serving less than 500 stations each, the National Telephone Commission, through its Chairman, Pearce Davis, requested an opinion of the General Counsel of the National War Labor Board as to the authority of the National Telephone Commission to order increases in wages of switchboard operators in such exchanges.

In his memorandum to the General Counsel, Chairman Davis indicated that certain Industry members of the National Telephone Commission had raised the question whether in view of the provision of the Fair Labor Standards Act exempting from the coverage of that Act telephone exchanges of less than 500 stations, the National Telephone Commission would have the authority to order any increase in the wages of switchboard operators employed by such exchanges, (a) where such exchange wages are now below $.40 per hour and (b) where such wages are now above $.40 per hour.

The General Counsel, in a memorandum dated July 13, 1945, stated it was his opinion that the National Telephone Commission has authority to order such increases. The three paragraphs immediately following are excerpts from the General Counsel's opinion with respect to Mr. Davis' first question:

> "Your memorandum indicates that it is the view of certain members of the Telephone Commission that the Board's obligation to conform to, or take no action inconsistent with, the Fair Labor Standards Act precludes the Board taking any action whatsoever to correct substandard rates for employees who, as in the present case, are exempt from the Fair Labor Standards Act. If this view were accepted, the Board would be deprived of jurisdiction over substandard wage adjustments in a substantial segment of American industry. Section 13 of the Fair Labor Standards Act, in addition to the exemption for switchboard operators quoted above, contains numerous other exemptions, which cover many occupations and industries heretofore considered to be subject to the jurisdiction of the Board."
>
> "Many of the activities which would thus be exempted from the Board's jurisdiction have a clear and indisputable relation to the war effort. The legislative history and the provisions of the War Labor Disputes Act show that it was the motivating purpose of Congress in passing Section 7 of that Act to strengthen the Board's power to deal with any labor disputes which might interfere substantially with the war effort. In view of this, any interpretation of the War Labor Disputes Act which would, as in the present case, drastically curtail the disputes jurisdiction of the Board would need to be

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> supported by clear and compelling evidence that Congress intended such curtailment."
>
> "The provision in the Disputes Act requiring conformity with the FLSA and with the Act of October 2, 1942, is not, in our opinion, sufficiently clear evidence of such an intention. There is, on the contrary, every indication that Congress did not intend this requirement as a limitation on the Board's jurisdiction but only as a limitation on the substantive action which the Board might take on the merits of a dispute before it."

The following is an excerpt from the General Counsel's opinion with respect to Chairman Davis's second question:

> "The other question raised by your memorandum is whether, in correcting substandard rates of the switchboard operators mentioned above, the Commission may order such rates increased above $.40 per hour. Presumably, certain Commission members feel that since the Fair Labor Standards Act does not provide for minimum rates above $.40 an hour, the Board under its duty to comply with the Act, as defined in the Disputes and Stabilization Acts, is prevented from ordering adjustments above $.40 an hour to correct substandards. As already stated, the Board, under the Disputes Act, is required to conform with the substantive provisions of the Fair Labor Standards Act including the minimum standards of wages and hours prescribed therein. However, this does not mean, in our opinion, that the Board is precluded from prescribing wage rates more liberal than the standards prescribed by the Act, but only that the Board is prevented from ordering wages which the Fair Labor Standards Act declares to be unlawful. This view is supported by the text and legislative history of the Fair Labor Standards Act, from which it is clear that Congress in adopting that Act did not conceive that it was establishing a legislative dividing line between wages which are substandard and those which are not substandard. The report of the Senate Committee on the Bill which subsequently became the Fair Labor Standards Act indicated that even the highest rates established by that Act were not considered by Congress to be sufficient to insure "the minimum desirable standard of living.' That Congress recognized that there was room for further Governmental action in this area is further evident from Section 18 of the Act, which reads:
>
> > 'No provision of this Act or any order thereunder shall excuse non-compliance with any Federal or State law or municipal ordnance establishing a minimum wage higher than the minimum wage established under this Act . . . "

The decision of the National Telephone Commission to assume jurisdiction with respect to wages paid switchboard operators in exchanges serving less than 500 stations was based upon the opinion of the General Counsel and a majority of the members of the National Telephone Commission were of the opinion that the question of overtime pay to switchboard operators in such exchanges is a related question and therefore jurisdiction of this subject was assumed.

The undersigned are convinced that the National Telephone Commission has exceeded its authority and respectfully dissent from the majority decision.

The mere fact that the National War Labor Board would be deprived of jurisdiction over a segment of American industry if excluded from jurisdiction with respect to switchboard operators employed in telephone exchanges serving less than 500 stations does not give the Board the right to overrule the intention of Congress. It is believed, therefore, that the wage rates and ovetime payments ordered by the National Telephone Commission for such exchanges are unlawful in that they deprive the Company of exemption from the wage and hour provisions of the Fair Labor Standards Act, an exemption given through the considered judgment of Congress by means of an amendment to the Act.

The Fair Labor Standards Act exempts switchboard operators in exchanges serving less than 500 stations by the following terms:

> "Section 13 (a) The provisions of sections 6 and 7 shall not apply with respect to -- ... (11) any switchboard operators employed in a public telephone exchange which has less than 500 stations."

Section 6 of said Act is that which specified minimum wages. Section 7 specified maximum hours.

By executive Order No. 9250 and by the War Labor Disputes Act, the National War Labor Board is specifically admonished against interference with the operation of the Fair Labor Standards Act. Executive Order No. 9250 provides:

> "Title 6, para. 1. Nothing in this Order shall be construed as affecting the present operation of the Fair Labor Standards Act, the National Labor Relations Act, the Walsh-Healey Act, the Davis-Bacon Act, or the adjustment procedure of the Railway Labor Act."

The War Labor Disputes Act provides that in making any such decision the Board shall "conform to the provisions of the Fair Labor Standards Act of 1938, as amended." Section 7 (a) (2).

The decision of the National Telephone Commission does not "conform to the provisions of the Fair Labor Standards Act of 1938, as amended." The Fair Labor Standards Act as originally enacted by Congress did not contain this exemption. This exemption was effected by an amendment by act of Congress August 9, 1939. It is the only amendment to that act which Congress in its wisdom has so far seen fit to adopt. The Congressional Committee report stated that the purpose of the amendment was to exempt from both the minimum wage and maximum hour standards of the Act, any switchboard operator employed at a telephone exchange which has less than 500 stations. It is further stated that this exemption for the operators of some small telephone exchanges is necessary to insure uninterrupted telephone communication service for the farmers and the small rural community. It further stated that small telephone companies on the whole are financially unable to comply with the wage provisions of the Act, and that the sporadic character of the demand for services makes the application of the hour's provision of the Act impracticable. H. R. Report No. 1448, 76th Congress, 1st session, August 3, 1939.

The effect of the provision in the directive order involved in the instant proceeding is to nullify absolutely the exemption in the Fair Labor Standards Act. Hence, the decision herein violates the provisions of the War Labor Disputes Act. The National Telephone Commission has, therefore, exceeded its jurisdiction.

While the directive order in this case is applicable only to the Company immediately involved, it may be assumed that the principal laid down will find application in other cases that may yet come before the Commission. Thus, other companies in the same industry will be affected.

It may be pertinent to recall here that the Upstate Telephone Corporation of New York is a so-called Independent company. "Independent" is the name ordinarily applied to a company which is not part of the American Telephone and Telegraph Company system. In the United States, there are several thousand Independent companies. They operate mainly in the small towns and in the rural areas. It was undoubtedly the peculiar economic conditions surrounding small town telephone operations which induced Congress to grant, in the Fair Labor Standards Act, the relief which exempts switchboard operators at exchanges having less than 500 stations from the wage and hour provisions of that Act.

It is a matter of which this Commission has the right to take judicial notice that conditions surrounding the carrying on of any business in a small town may well differ from those surrounding the same business in a large city. In a small community, for example, that can support a telephone exchange of only 200 or 300 or 400 customers, it is expected that living costs will be considerably less than those in metropolitan centers. This must be apparent when it is considered that in a community of such a size, people ordinarily walk to work; that vegetables and other food stuffs are frequently grown in the back yard or are available from local producers without being loaded down with costs incident to passing through intermediate hands; and that entertainments such as the movies cost less. In such a community, rents too are lower.

Likewise, it is appropriate to refer to the fact that the revenue per customer at the small telephone exchange is less than at an exchange in a metropolitan area. At such an exchange, the Company simply does not have the revenue with which to pay wages that would be entirely proper in a larger community.

These circumstances must have been the ones Congress had in mind when the House Committee which reported the exemption written into the Fair Labor Standards Act said:

> "Small telephone companies, on the whole, are financially unable to comply with the wage provisions of the Act."

Administrative bodies familiar with the Independent Telephone companies have given evidence of their recognition of the different economic conditions affecting their operations.

On April 9, 1940, in the matter of the application of the United States Independent Telephone Association, et. al., for the establishment of learners' rates for switchboard operators under Section 6 of the Fair Labor Standards Act of 1938, an order was entered which applied only to the Independent group and not to the Bell system, as follows:

> "Definition
>
> "1. The Independent branch of the telephone industry as referred to herein includes only those companies which are engaged in the commercial operation of telephone exchanges and which are not owned or controlled by the American Telephone and Telegraph Company (Bell System) or its subsidiaries."
>
> "Issue of Special Learners' Certificates
>
> "4. Special learners' certificates shall be issued in the Independent Branch of the Telephone Industry upon approval by the Hearings Branch of the Wage and Hour Division of applications submitted on forms which will be furnished on request. Separate applications shall be submitted for separate exchanges."

These learner regulations were amneded and liberalized in certain respects in a revision of June 26, 1944, as appears from the Federal Register of June 28, 1944.

It has been pointed out above that the Congress and administrative agencies have given recognition to the economic conditions under which small telephone exchanges are operated. It seems too that the intention of Congress in exempting small telephone exchanges from the wage and hour provisions of the Fair Labor Standards Act is quite clear, but it appears that the majority decision of the National Telephone Commission, in effect, is placing Congress on notice that it was wrong to provide such exemptions. To their decision, the Industry members must dissent.

/s/ Burton W. Saunders
Substitute Industry Member

/s/ G. K. McCorkle
Substitute Industry Member

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N. W. L. B

August 11, 1945

Mr. Pearce Davis, Chairman
National Telephone Commission
National War Labor Board
Washington, D. C.

My dear Mr. Davis:

I appreciate very much the copy of the decision in the Upstate Telephone Company of New York and Upstate Telephone Workers Union, NFTW Case No. 111-11514-D, and am glad to note the position taken by the Commission on the matter of discrimination in employment conditions because of marital status.

Sincerely yours,

Frieda S. Miller, Director

FM:IS

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON 25, D. C.

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

May 14, 1945

WOMEN'S BUREAU
MAY 1 1945
DEPARTMENT OF LABOR

Frieda S. Miller, Director
Women's Bureau
Department of Labor Building
Washington, D. C.

Dear Miss Miller:

Dr. George W. Taylor, Chairman of the National War Labor Board, has transmitted to me your memorandum and evidence relative to the case now before the National Telephone Panel of the National War Labor Board involving the Upstate Telephone Company of New York and Upstate Telephone Workers Union (Case No. 111-11514-D).

I wish to assure you that the Panel appreciates the material which you have furnished to us and will give careful consideration to the evidence which you presented, in the course of our disposition of this case.

Very truly yours,

Pearce Davis

Pearce Davis, Chairman
National Telephone Panel

Noted by Angus

Hon. George W. Taylor, Chairman
National War Labor Board
Frieda S. Miller, Director
Women's Bureau

May 5, 1945

Attention: Mr. Pearce Davis

Discrimination against women workers on the ground of marital status

The case now before the War Labor Board of the Upstate Telephone Corporation of New York and the Upstate Telephone Workers' Union, affiliated with the National Federation of Telephone Workers (Case No. 111-11514-D), involves the issue of discrimination against married women in hire and tenure of employment. The Women's Bureau respectfully submits the attached brief in support of the union request to abolish such discrimination.

The promotion of women's opportunity for gainful employment is one of the functions of the Women's Bureau prescribed by Congress. In carrying out this function, the Women's Bureau has consistently taken the position that opportunity for employment must be afforded to all women who want to work, without distinction as to race, age, or marital status. Discrimination against women on any ground unrelated to ability to do the work adversely affects the economic status of all women. It interferes with their opportunities for gainful employment, and in addition it leads to other anti-social consequences which inevitably result from discriminatory action in relation to employment opportunities.

The present case involves a discrimination of the most insidious type, because it presents a spurious, superficial validity. The lack of relationship between marital status and need for gainful employment, demonstrable by economic data, is not readily apparent at first glance. Hence, the discriminatory practice of refusing to hire married women and of discharging women who marry, engaged in by a few scattered employers, has a tendency to spread if unchecked and eventually threatens the job security of all women workers.

In a period of national prosperity such as we now look forward to, it is imperative not only that this discriminatory practice be strongly condemned but that active steps be taken to eliminate it wherever possible. To this end, the Women's Bureau requests favorable consideration by the National War Labor Board of the economic and social data presented in the attached brief.

FSM:las:HC

Inclosures

August 11, 1945

Mr. Harry Pozefsky, Attorney
40 North Main Street
Gloversville, New York

Dear Mr. Pozefsky:

Since we have had a copy of the Board's decision in the case of the Upstate Telephone Company and Upstate Telephone Workers Union (Case No. 111-11514-D), I am sure you have been informed long since and I would assume that you, too, were pleased at the outcome.

Is the Union going to do anything about publicize that part of the decision that relates to prohibiting discrimination in employment because of marital status?

Sincerely yours,

Frieda S. Miller, Director

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③ [illegible]

① ~~[illegible]~~

② ~~[illegible]~~

~~([illegible])~~ ?

Form NWLB-1040 (2-45) **ROUTING SLIP**

	TO (Name and Room No.)	FROM (Name and Room No.)	DATE
(1)	Frieda Miller	M. A. Field	8/1/45
(2)	Rm. 1037	Rm. 6220	
(3)			

FOR

YOUR INFORMATION ☑ REPLY ☐ APPROVAL ☐
NECESSARY ATTENTION ☐ SIGNATURE ☐ COMMENTS ☐

REMARKS:

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Only copy we have

~~Miss Pidgeon~~

~~Miss Bagwell~~

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F. Miller

National War Labor Board

NATIONAL TELEPHONE COMMISSION

AUG 1 1945

Harry Engh, President
Upstate Telephone Company of New York
Erie, Pennsylvania

Edward S. Wood, Attorney
Gloversville
New York

Ralph Skakel, President
Upstate Telephone Workers Union, NFTW
3 Oak Street
Johnstown, New York

Harry Pozefsky, Attorney
40 North Main Street
Gloversville, New York

Re: Upstate Telephone Company of New York and
Upstate Telephone Workers Union, NFTW
Case No. 111-11514-D

Gentlemen:

We enclose herewith a copy of the Directive Order of the National Telephone Commission dated July 30, 1945, in the above entitled case.

Very truly yours,

Pearce Davis, Chairman
National Telephone Commission

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NATIONAL WAR LABOR BOARD
NATIONAL TELEPHONE COMMISSION

In the Matter of:

Upstate Telephone Company
Johnstown, New York

and

Upstate Telephone Workers Union,
NFTW

Date of Mailing: AUG 1 1945

Date of Action: July 30, 1945

Case No. 111-11514-D

DIRECTIVE ORDER

The National Telephone Commission acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 2, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties:

I. Wages

A. Traffic Department

Wage rates for employees in the Traffic Department shall be increased in accordance with the following schedules:

Schedule I

Canajoharie - Gloversville - Johnstown

Months	Rate
0 - 3	$.46 per hour
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 - 60	.60
61 - 72	.62½
73 - 84	.65
85 - 96	.67½
97 and over	.70

Schedule II

Adams - Boonville - Chestertown - Lowville - Old Forge - Pulaski

0 - 3	$.46
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 and over	.60

Schedule III

Northville

Months	Rate
0 - 3	$.45 per hour
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 - 60	.60
61 and over	.62

Schedule IV

Luzerne - North Creek

0 - 3	$.45
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 and over	.56

B. Accounting Department

The wage rates for employees in the Accounting Department shall be increased in accordance with the following schedule:

Months	Rate
0 - 3	$.45
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.58
49 - 60	.61
61 - 72	.64
73 - 84	.68
85 - 96	.72
97 and over	.77

C. For purposes of transition from present schedules to the schedules ordered herein, each employee shall be deemed, as of the retroactive date of this order, to have that total length of service within his group which would be required for him to have progressed from the starting rate to his present rate on his present schedule, plus the length of service of the employee on his present rate. Each employee shall receive that amount of increase over his present rate to which his length of service (determined as above) on the schedules herein ordered entitled him, and the employees shall be placed on the new schedules at their increased rates.

II. Night Shift Differential

The Company shall put into effect the following schedule of night shift differentials:

$1.00 per week for all shifts ending from 7 p.m. to 11 p.m.
$2.00 per week for all shifts ending from 11 p.m. to 7 a.m.

III. Compensation for Additional Work Loads

A. The Union's request for compensation for work done beyond the normal work load is hereby denied.

B. The Union's request for oral hearing with respect to this issue is denied on the ground that it is contrary to National War Labor Board policy to order any incentive plan.

IV. Overtime Pay

All hours worked in excess of 8 per day and 40 per week shall be compensated at the rate of time and one-half the employee's regular straight-time hourly wage rate.

V. Retroactivity

The wage adjustments ordered herein shall be retroactive to October 15, 1944.

The procedure to be followed in making the retroactive payment to those employees who have either quit or been discharged shall be in accordance with the annexed copy of the Board's Resolution of April 2, 1943.

VI. Union Security

(a) All employees who, on August 18, 1945, are members of the Union in good standing in accordance with its constitution and by-laws, and all employees who become members after that date, shall, as a condition of employment, maintain their membership in the Union in good standing for the duration of the collective agreement in which this provision is incorporated, or until further order of the Board.

The Union shall, immediately after the aforesaid date, furnish the National Telephone Commission with a notarized list of its members in good standing as of that date.

The Union, its officers and members shall not intimidate or coerce employees into joining the Union or continuing their membership therein.

(b) If a dispute arises as to whether an employee (1) was a member of the Union on the date specified above or (2) was intimidated or coerced during the fifteen-day "escape period" into joining the Union or continuing his membership therein, such dispute may be submitted for determination by an arbitrator to be appointed by the National War Labor Board. The decision of the arbitrator shall be final and binding upon the parties.

(c) If a dispute arises as to whether an employee (1) has failed to maintain his membership in the Union in good standing after the aforesaid date, or (2) was intimidated or coerced into joining the Union after the aforesaid date, such dispute may be submitted for determination by an arbitrator to be selected in the manner provided by the contract of the parties, or if no such provision exists, to be selected by special agreement. In the absence of such a contract provision or special agreement, the arbitrator will be selected by the National War Labor Board, on due application. The decision of the arbitrator shall be final and binding upon the parties.

Any party desiring to post or otherwise publish an official explanation by the National War Labor Board of the foregoing maintenance of membership may use the attached form of notice. A statement of the procedure to be followed in administering the maintenance of membership provision, in the absence of some other procedure agreed to by the parties, is also attached.

VII. Arbitration

If a difference arises between the Union and the Company with respect to a question of interpretation or application of the terms of their collective bargaining agreement, which cannot be resolved through negotiations by the parties under their grievance machinery, the matter shall be submitted to arbitration at the request of either party. If the parties do not agree upon an arbitrator within five days after a request for his appointment, either party may request the National War Labor Board to appoint the arbitrator. The arbitrator's expense shall be shared equally by the parties and his decision shall be final and binding upon both parties. The arbitrator shall have no authority to change, add to, or subtract from the contract.

VIII. Status of Married Women

No employee shall be discriminated against by the Company with respect to benefits, terms or conditions of employment because of her marital status.

The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

This order shall stand confirmed as the order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 15 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board, in which event this order shall be suspended until disposition of the petition for review unless the National War Labor Board otherwise directs or has otherwise directed or the parties otherwise agree.

Nothing in this order is intended to prevent the parties from agreeing upon the date when the order or any part thereof shall take effect, and, in the event a petition is filed with the National War Labor Board seeking review of portions of this order, either party may request the National Telephone Commission to make the remaining portions of the order immediately effective.

Representing Labor:
(Dissenting from starting rate ordered
for Schedule I and the top rate ordered
for Schedule IV; Paragraph II and
Paragraph III):

William M. Dunn
John L. Crull

Representing Industry:
(Dissenting on all wage rates
with the exception of the starting
rate ordered for Schedule I and
the top rate ordered for Schedule
IV; Paragraph IV and Paragraph VI)

Burton W. Saunders
Graham E. McCorkle

Representing the Public:

Pearce Davis
Henry J. Meyer

This is a true copy of the original

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NATIONAL WAR LABOR BOARD RESOLUTION ON RETROACTIVE PAY

Any employee who has either left or been discharged between the retroactive date established by a Directive Order of the National War Labor Board and the date of the Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause is shown for the application being delayed beyond sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the Armed Forces of the United States, either before, or within sixty days, after, the mailing of the joint letter.

April 2, 1943

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PROCEDURE FOR ADMINISTERING THE MAINTENANCE OF MEMBERSHIP CLAUSE

(Approved by National War Labor Board, November 26, 1943)

The following procedure is intended to serve as a basis for determining disputes arising under paragraphs (b) and (c) of the maintenance of membership provision of the Board's Directive Order.

1. The Union shall prepare a list of members who have failed to maintain their membership in the Union in good standing, as defined in its constitution and by laws.

2. The Union shall then have its committeemen and stewards make a preliminray check of the list to ascertain whether the employees named thereon are still in the employ of the Company.

3. After such preliminary check, representatives of the Union and of the Company shall check the Union's list against the Company's employment records to further assure the accuracy of the list.

4. Thereafter, the Union shall address a letter to all persons on such list, advising them that unless, within seven days after the mailing of the letter they take the necessary steps to place themselves in good standing in the Union, they will be reported officially to the Company.

5. After the expiration of the 7-day period, the Union shall submit to the Company a revised list of those persons who have failed to maintain their membership in the Union in good standing, showing the last month for which dues were paid by those persons, and the date of their last dues payment. In any case where loss of good standing resulted from conduct other than non-payment of dues, the Union should so indicate.

6. Within seven days after the presentation of the revised list, the employees on the list shall be summoned before a joint committee of representatives of management and of the Union.

7. If an employee, when summoned before the joint committee, makes no claim which would constitute a basis for an arbitrable dispute under paragraph (b) or (c) of the maintenance of membership provision, and if it is found as a fact that he has failed to maintain his membership in good standing, the Union may, after twenty-four hours following such finding, officially request the management in writing that the employee be suspended from employment for a period, not to exceed thirty days. If, at the expiration of the period of suspension from employment, the employee has failed to place himself in good standing, then the Union may officially request in writing that the employee be discharged by the Company, in accordance with its obligation under the Directive Order of the Board.

If, on the other hand, the employee asserts that he was not a member of the Union in good standing on the last day of the "escape period", or that he was coerced or intimidated during the "escape period" into joining the Union or continuing his membership therein, and if the Union continues to press the case of that particular employee, then the aforesaid issue or issues may be submitted for settlement by an arbitrator appointed by the National War Labor Board; or

If the employee asserts that he has continued his membership in good standing in the Union since the "escape period", or that he was coerced or intimidated after the "escape period" into joining the Union, and if the Union continues to press the case of that particular employee, then the aforesaid issue or issues may be submitted for settlement by an arbitrator to be selected as provided in the contract, or if no such provision exists, to be selected by special agreement of the parties. In the absence of a contract provision or special agreement of the parties, the arbitrator will be appointed by the National War Labor Board, on due application.

The arbitrator shall not consider any claim of coercion or intimidation unless it appears that the claim was raised at the first reasonable opportunity after the alleged acts of coercion or intimidation.

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6/30/45

EXPLANATORY STATEMENT OF MAINTENANCE OF MEMBERSHIP PROVISION

(Approved by National War Labor Board, November 26, 1943)

The National War Labor Board (Region___) has directed that a maintenance of membership clause be included in the terms and conditions governing the relationship between ______________________________ and ______________________________.

Briefly, the maintenance of membership clause provides as follows:

1. If you are a member of the Union in good standing, you will be required as a condition of employment to maintain your good standing in the Union for the duration of the contract, unless, before __________ __________ 19__, you notify the Union in writing that you desire to withdraw from membership. (Your Union dues will also be deducted from your pay each month, unless you withdraw from membership before ________________________).*

2. If you join or reaffiliate with the Union after _______ __, 19__, you will be required as a condition of employment to maintain your good standing in the Union for the duration of the contract, (and your union dues will be deducted from your pay each month).*

3. If you are now a member in good standing, this order does not require that you join the Union, but you are free to make application to join.

4. If you have any question as to whether you are now member of the Union, or wich to be informed as to whether the Union regards you as a member, inquire at the Union office or of the departmental steward or other appropriate union official.

(This notice or copies thereof may be posted or otherwise published by the Company or the Union or both jointly).

* Matter in parenthesis to appear only in those cases where the Board or its agent has directed a check-off of union dues.

5291
4-26-45

May 5 - 1945

BEFORE THE NATIONAL WAR LABOR BOARD

Upstate Telephone Corporation of New York)
and)
Upstate Telephone Workers' Union,) Case No. 111-11514-D
affiliated with the National)
Federation of Telephone Workers)

STATEMENT OF THE U. S. WOMEN'S BUREAU

I. THE ISSUE

The Women's Bureau of the United States Department of Labor presents this statement in support of the union request to abolish discrimination against married women. The facts show that for a number of years the company has followed the policy of refusing to hire married women and of discharging women employees upon their marriage. During the current labor shortage occasioned by the war, the company has modified its policy by employing married women on a temporary basis, but it denies them pension and health benefits accorded to the regular staff.

The Women's Bureau believes that selection of an individual for a job should be based on his ability to do the work, not on the totally unrelated factor of marital status. The right to work, or rather, to compete freely with other individuals for the sale of one's services, is an inherent right, implicit in a democratic system of government.

Discrimination against married women amounts, in actual fact, to discrimination against all women workers. It militates against the economic security of women as a class, weakens their bargaining power, and impairs their wage-earning status.

A company policy that denies job tenure to women employed during the war and withholds opportunity for employment from all married women in the postwar period threatens the successful functioning of the national economy. It is the position of the Women's Bureau that such a policy constitutes a gross inequity against a minority group of workers, and that the issue is of such urgent national importance as to demand immediate remedial action by the National War Labor Board.

II. SUMMARY OF ARGUMENT

Point 1. Womenworkers as a group constitute a significant and constantly increasing proportion of the total labor force. The proportion of married women to single women both in the labor force and in the population generally has been gradually increasing since the beginning of the century. The long-time trend toward the increasing employment of women was accelerated by the war, and part of the additional increase will be permanent.

Point 2. Most married women who work outside their homes do so from economic necessity. Official data show that in recent peacetime years a large proportion of male wage earners did not earn sufficient wages on an annual basis to support a family at a minimum adequate standard of living, and further that the total income of a large proportion of families was insufficient to maintain such a standard. The fact that large numbers of married women are concentrated in the less desirable, unskilled, low-paid industries, is further evidence of their economic need to work. Women's

Bureau studies over a quarter of a century, including a current survey of Buffalo and Erie County, N. Y., show that a large majority of employed married women regularly use their earnings for the support of their families and other relatives.

Point 3. Though at common law the male wage earner had sole legal responsibility for family support, statutes have been enacted in some States imposing on the wife joint responsibility for the purchase of family necessaries.

Point 4. Maintenance of an employment policy which discriminates in hiring or tenure of employment against married women workers as a class violates inherent personal rights of individuals and is detrimental to the public welfare. It interferes with the right to work, results in restraint of freedom to marry, and threatens to increase the load on the public relief system.

Point 5. Such a policy is not supported by accepted industrial practice and is not justified by the "spread the work" theory. Official data show that discrimination against married women is not the general practice in the telephone industry. The "spread the work" policy, if fairly applied, would require determination of individual need. However, future prosperity will be based not on spreading the work but on an economy of full employment.

III. ARGUMENT

Point 1.

Women workers as a group constitute a significant and constantly increasing proportion of the labor force. The proportion of married women to single women both in the labor force and in the population generally has been gradually increasing since the beginning of the century. The long-time trend toward the increasing employment of women was accelerated by the war, and part of the increase will be permanent.

A. Position of Women in the Labor Force.

Increasing employment of women.--Census data show that women are a permanent and a constantly increasing part of the country's labor force. In 1900, women gainfully employed outside their homes numbered less than 5½ million, 19 percent of all women of working age and 18 percent of all persons gainfully employed. In 1940, the number of women in the labor force had increased to nearly 13 million, over 25 percent of all women of working age and 24 percent of all persons in the labor force. In March 1945, women employed outside their homes numbered almost 18 million, or 34 percent of all women of working age and 35 percent of all persons gainfully employed. Thus, at the present time, 1 woman is employed of every 3 women of working age in the population, and 1 worker in every 3 is a woman.

Table 1.--Women in the labor force at various periods 1/

	March 1945	1940	1920	1900
Number of working women of 14 years and over	17,940,000	12,845,259	8,636,512	5,319,397
Percent these women were --				
Of all women of working age	34.0	25.4	21.4	18.8
Of all persons in labor force	34.7	24.3	20.4	18.3

1/ For complete Census data showing trend 1870-1945, see Exhibit I attached.

Effect of war.--As is obvious from Census data, the tremendous employment of women during the present war period is not a new development but merely the acceleration of a long-established trend. Even if there had been no war, the employment of women would have increased during the 1940's. Due to the war the increase in the number of women between 1940 and 1945 was 3 times as great as the increase that normally would have been expected on the basis of the earlier trend. In other words, more than 3 million additional women became workers because of war conditions.

The Bureau of the Census estimates that only about one-half to two-thirds of the additional women who took jobs during the war period will leave the labor market at the end of the war. The others will continue in the postwar labor force. On this basis the Census experts estimate that in 1950 17½ to 18 million women will be in the labor force, either employed or actively looking for work. 1/

B. Married Women as Wage Earners.

Employment and population trend.--Of particular importance in determining the seriousness of discrimination against married women workers is the position of such workers in the total woman labor force. Granted that the number and proportion of women workers as an employed group is constantly increasing, the question at once arises as to the position of married women in that group. Are married women who work outside their homes a significant proportion of all women wage earners or are a mere handful of women workers married?

Surprising as it may be to those who hold the traditional belief concerning "woman's place," census data show a constant increase in the

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1/ Census Bureau Release 3-2696, April 11, 1945.

number and proportion of married women wage earners. Part of this increase is due to the fact that the proportion of married women in the population is gradually increasing. 2/ However, basically the condition undoubtedly is due to social and economic forces that increasingly make it desirable and necessary for women to work outside their homes.

Table 2 shows that in 1900 only 5.6 percent of the married women in the population were gainfully employed outside their homes. In 1920, 9 percent were so employed. In 1940, the last peacetime year, married women employed outside the home constituted 15 percent of the total woman population.

Table 2.--Marital status of women 14 years old and over in the labor force in relation to the total woman population

Marital status	1940		1920		1900	
	Women in population	Percent in labor force	Women in population	Percent in labor force	Women in population	Percent in labor force
Total women	50,549,176	25.4	36,190,483	23.3	25,024,415	20.4
Married	30,087,135	15.2	21,318,933	9.0	13,810,057	5.6
Single	13,939,386	45.6	14,871,550	43.8	8,381,996	40.9
Widowed and divorced	6,522,655	29.7	(1)		2,832,362	32.5

1/ Combined with single in this year.

2/ Exhibit II attached shows marital status of the woman population, 1890-1944; Exhibit III shows marital status of women in the labor force, 1900-1944.

Effect of the war.--The war greatly accelerated the trend toward increasing employment of married women. Between April 1940 and March 1944 the number of married women in the labor force increased by nearly 3,000,000, or two-thirds of the total influx of 4 million women workers in that period. For the first time in the country's history, married women outnumbered single women in the employed group. Twenty-three percent of all married women were working.

Table 3.--Marital status of women workers in wartime, March 1944 1/

Marital status	1944 (March)		
	Women in population	Women in labor force	
		Number	Percent
Total	52,320,000	16,880,000	32.3
Married	32,490,000	7,460,000	23.0
Single	13,110,000	7,230,000	55.1
Widowed and divorced	6,720,000	2,180,000	32.4

1/ Source: Women's Bureau Special Bull. 20, 1944. Census data for 1945 are not available to show employment of women by marital status.

Official data indicate not only that the number of married women in the labor force after the war will be considerably greater than the 4½ million employed before the war, but that a larger proportion of married women workers will be in the older age group. A recent statistical forecast 3/ points out that for women in the age group 45 to 64 years an increase of 1,500,000 or 60 percent is to be expected in this decade, even on the basis of minimum allowance for expansion resulting from the war. Older women are already handicapped in the competition for jobs because employers generally prefer younger workers.

3/ International Labour Review, VOL. XLVIII, No. 6, December 1943, "The Postwar Employment of Women, a Statistical Forecast," by John D. Durand, Bureau of the Census.

An employment policy that discriminated against married women would have the most serious effect on the older group, the large proportion of whom are married.

The results of such a policy cannot be measured, however, by its effect on any one group. A policy that discriminates against married women in tenure of employment affects all women because it destroys their job security and presents a constant threat of unemployment. Such a policy is, in reality, unjust discrimination against a considerable and increasingly important minority group of workers.

Point 2.

Most married women who work outside their homes do so from economic necessity. Official data show that in recent peacetime years a large proportion of male wage earners did not earn sufficient wages on an annual basis to support a family at a minimum adequate standard of living, and further that the total income of a large proportion of families was insufficient to maintain such a standard. The fact that large numbers of married women are concentrated in the less desirable, unskilled, low-paid industries, is further evidence of their economic need to work. Women's Bureau studies over a quarter of a century, including a current survey of Buffalo and Erie County, N. Y., show that a large majority of employed married women regularly use their earnings for the support of their families and other relatives.

A. Income and Cost of Living.

Presumably no one questions the need to work of a married woman whose husband is absent, perhaps in the armed services, and who has no appreciable source of income other than her own earnings. Among women with husbands present, the economic need that exists where the husband is ill or incapacitated also is clearly apparent. However, large numbers of married women need to work even where the husband is both present and employed. For very many American families it is impossible to maintain an adequate standard of living on the earnings of only one wage earner. Where the husband is the chief provider in great numbers of cases, it is absolutely essential for the wife to supplement his earnings by taking a paid job outside the home.

Most married women who work outside their homes do so from economic necessity. This fact is a matter of everyday knowledge, and it can be demonstrated statistically, as the data here presented will show.

Cost of living data.--One of the best methods of determining whether a family income is adequate is to compare it with a priced cost-of-living budget. A cost-of-living budget represents the quantity of goods and services that a family must have to maintain a specified standard of living. The items that comprise such a budget are predetermined and remain fixed over a period of years. However, the cost of supplying the items constantly varies in accordance with changes in retail prices. Hence a budget study gives a realistic picture of what it costs a family to maintain a specified standard of living during a period of rising living costs.

The budget most commonly used today was prepared by the WPA in 1935 to represent a "maintenance level of living" for a 4-person family of a manual worker. This budget was described as "not so liberal as that for a health and decency level which the skilled worker may hope to obtain, but it affords more than a minimum subsistence of living." 4/

The Bureau of Labor Statistics of the U. S. Department of Labor cooperated with the WPA in obtaining prices necessary to compute the original cost of the budget in 1935. An identical list of goods and services was priced in each of 59 cities at that time. Between March 1935 and the spring of 1939, no attempt was made to price this budget. From 1939 through 1943 the figures were kept up to date for 31 cities by the Bureau of Labor Statistics, by applying Bureau of Labor Statistics indexes of living costs to WPA data.

4/ For items included in maintenance budget, see WPA publication "Intercity Differences in Cost of Living, March 1935, 59 Cities." Research Monograph XII.

Two New York cities - Buffalo and New York City - are represented in the family maintenance budget material. In 1939, the budget for New York City was $1,471.45; for Buffalo $1,277.55. In 1943, New York City, $1,800.38, Buffalo, $1,626.49.

Table 4.--Cost of living of a 4-person manual worker's family at maintenance level 1/

Cities	1943	1942	1941	1939
New York City	$1,800.38	$1,757.86	$1,519.44	$1,471.45
Buffalo	1,626.49	1,598.13	1,327.72	1,277.55

1/ Source: Bureau of Labor Statistics Monthly Labor Review, November 1939, p. 1166; May 1941, p. 1230; April 1943, p. 747; October 1943, p. 804. (No official budget data subsequent to 1943 are available.)

The right to an adequate standard of living has been designated as one of the four freedoms. In the United States, it is expected that the head of the family will work to provide at least a maintenance level for family members. However, a large proportion of male wage earners do not have a sufficient annual income in normal years to support a family even at a maintenance standard. It is a mistake to assume that a woman can be supported without working simply because she is married.

Earnings of male wage earners.-- Census data for 1940 5/ show wage and salary income for 25,183,880 male workers in 1939. Almost half, or 48.3 percent of all male workers earned less than $1,000 in the year 1939. Well over half, 57.7 percent earned wages or salaries less than $1,200. Obviously,

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5/ For detailed Census data, see Exhibit IV attached.

onereason for the large proportion of men with low annual earnings is the fact that even in 1939, a so-called "normal year", many men were not able to obtain employment the year-round. However, of approximately 15,000,000 male workers who reported employment for 12 months of the year, 40 percent earned less than $1,200 for the year's work.

Since the preceding data include both urban and rural workers, the fact that income data for the city of Buffalo shows a correspondingly low income ratio is significant. Census data show that 56.2 percent of male workers in Buffalo earned less than $1,200 in 1939. Of the men who were able to obtain employment 12 months of the year, 35.3 percent earned less than $1,200.

The official family maintenance budget for the city of Buffalo in 1939 as computed by Bureau of Labor Statistics was $1,277.55. This budget is officially described as below the health and decency level which a skilled worker may hope to attain. In other words, if the male worker were the only support of the family, over half the families could not have maintained an adequate standard of living in Buffalo in 1939.

Table 5.--Wage or salary income of experienced male persons in 1939 in Buffalo, N. Y. 1/

	Total	Receiving under $1,200	
		Number	Percent
All men	163,295	91,727	56.2
Men who worked 12 months	93,476	33,017	35.3

1/ Source: U. S. Census 1940, Population, Vol. III, Pt. 4, Table 16, pp. 438-439.

Family income.--The question naturally presents itself as to what is the income picture when the earnings of all wage earners in the family are combined. Do the facts show that the combined income of all its members puts the average family in the higher income class, or do the adult members of most families still have to worry about having enough money to live at a "maintenance" level?

The 1940 Census data on this point are illuminating. They show that of a total 24½ million families with wage and salary income, 65 percent had no other income as compared with 35 percent that had some income from other sources. Of the families with no income except wages and salaries, 37.2 percent received less than $1,000 a year; 45.4 percent received less than $1,200 a year. Of the families that received both wage and salary income and some other income as well, 48.5 percent received under $1,000 in wages and salaries; 55.5 percent received less than $1,200 in such income.

Table 6.--Families by family wage or salary income and receipt of other income in 1939 1/

	Total families		Distribution by wage or salary income			
			Under $1,200		$1,200 and over	
	Number	Percent	Number	Percent	Number	Percent
All families with wage and salary Income	24,550,580	100.0	12,007,580	48.9	12,543,000	51.1
Families without other income	15,928,300	64.9	7,223,520	45.4	8,704,780	54.6
Families with other income	8,622,280	35.1	4,784,060	55.5	3,838,220	44.5

1/ Source: Census, 1940, Population, Families. Family Wage or Salary Income in 1939, Regions and Cities of 1,000,000 or more, Table 1, p. 2.

In 1942, the Bureau of Labor Statistics made a survey of family spending in wartime, covering income and expenditures among a cross section of all city consumers - families and single persons - for the year 1941 and the first three months of 1942. Published data 6/ show that in 1941, 29 percent of city families of two or more persons surveyed had annual incomes under $1,500. In the first three months of 1942, 27 percent of families had incomes under $1,500.

To understand the full meaning and significance of such annual incomes, they need only be compared with the official Bureau of Labor Statistics family maintenance budgets for the year 1941: $1,519.44 for New York City and $1,327.72 for Buffalo; and for 1942: $1,757.86 for New York City and $1,598.13 for Buffalo.

B. Concentration of Married Women in Low-Wage Industries.

Further evidence that married women work because of need is found in the fact that in 1940 about 55 percent of all married women workers were employed in the traditionally low-paid occupations.

In no individual occupation on the standard intermediate list of 76 occupations for females issued by the Bureau of the Census were married women the majority of total workers. In six, however, they were the dominant group, exceeding the men, the single women, or the widowed and divorced group. These six, all of which ranked relatively low among the occupational fields are operatives in apparel manufacture, in tobacco, in laundry work, and in knit goods manufacture; boarding house keepers, and dressmakers.

Also significant is the relative proportion of married to other groups of women in the principal woman-employing occupations. The leading individual occupation for married women, in numbers employed, is that of domestic service worker, followed by that of saleswoman.

6/ Bureau of Labor Statistics Bulletin 724. "Income and Spending and Saving of City Families in Wartime," 1942, Table 1, p. 3.

Over 700,000 or more than one-third of women employed as domestic service workers were married women. Over 300,000 or 40 percent of women employed as saleswomen were married women. Sixty-six percent, or two-thirds of all women operatives in cotton manufactures were married women, as were 46 percent of operatives in textiles, and 40 percent of waitresses.

These are occupations which would not reasonably be expected to attract women who work only to satisfy a desire for self-expression. The fact that married women predominate in such occupations shows that large numbers of married women work from sheer economic necessity to help support themselves and their families.

Table 7.--Occupations employing 100,000 or more married women in 1940 1/

Occupation	Married women workers	
	Number	Percent of all women workers
Domestic service workers	739,195	34.1
Saleswomen, clerks in stores, etc.	323,138	40.4
Stenographers, typists, secretaries	255,988	24.2
Operatives in apparel and other fabricated textile products	229,787	46.0
"Other" clerical and kindred workers	203,808	27.7
Teachers (including county agents)	194,428	24.5
Waitresses	159,979	39.6
Bookkeepers, accountants, cashiers, and ticket agents	153,150	32.4
Operatives in cotton manufactures	116,232	65.7

1/ Source: U. S. Census, 1940, Population, Vol. III, Part 1, Table 68, pp. 111-112.

C. Contributions of Married Women Workers to Family Support.

Women's Bureau studies over more than a quarter century show that married women workers as a group carry their full share of the financial responsibility for the support of themselves and their dependents. Their earnings often are used not only to help maintain their own immediate families of husband and children but to support other relatives as well. Not infrequently women must continue after marriage to assume part of the support of parents who have passed beyond working age or of brothers and sisters who are still so young as to be in school. The proportion of older persons in the population is increasing and their needs are not now adequately met through the national old-age insurance system. In many instances the greater burden of their support necessarily must be carried by the married daughter who as an employed wife also pays part of the expenses of her own immediate household.

Married women workers in Erie County, N. Y.--The Women's Bureau is now completing a major survey of women's employment in 11 selected war industry areas. The study, which is based on interviews with the women workers in their homes, includes information on such matters as family responsibilities and postwar plans. Data so far collected in 5 areas show that over 90 percent of employed married women living in family households made regular contributions to family support. For three-fourths of the married women workers interviewed, such contributions amounted to one-half or more of their total take-home earnings.

One of the areas covered in the survey is Buffalo and Erie County, N. Y. This study shows the great majority of the married women workers in Erie County contribute regularly to maintenance of the family households. Of those with husbands present, more than 8 of 10 made regular contributions; 88 percent of these married women who contributed gave all their earnings to the household as compared with 44 percent of the widowed or divorced women or those with husbands absent and 23 percent of the single women who followed this practice. Ninety-five percent of the total take-home earnings of married women with husbands present were contributed to the family household.

Table 8.--Extent of women workers' regular contributions to family or relatives, Buffalo and Erie County, N. Y. 1/

Marital status	Women living in family household				Women living apart
	Percent of all women	Percent who contribute	Of those contributing percent who give all their earnings	Percent of earnings given	Percent who contribute
Total women	96	94	43	68	27
Single	99	99	23	55	--
Married, husband present	100	84	88	95	--
Married, husband absent (includes widowed and divorced)	84	96	44	67	30

1/ Source: Women's Bureau Report on Postwar Employment Plans and Family Responsibilities and Additional Data, for Women Workers in Erie County, N. Y., 1944. (In process.)

The amount of money contributed was substantial and made a real difference in the standard of living of the families concerned. This is shown by the average weekly take-home earnings of women employed in Erie County after deductions are made for taxes, war bonds, and other purposes.

The wages that women as a class are able to earn, and hence the amount of money that married women can contribute to their families, are of course dependent on general wage levels for women and on women's opportunities for employment. Of great significance in Table 9 is the fact that women in essentially peacetime pursuits in Erie County - civilian manufacturing, laundries and stores - received weekly wages ranging from one-fourth to one-half less than women employed in war plants. In normal times the individual weekly earnings of most married women are not great, since a large proportion of them, as was demonstrated in a preceding section, are concentrated in unskilled low-wage industries. However, as was also demonstrated, the families of a great many married women have such low incomes from other sources that the meagre weekly pay envelope contributed by the wife and mother is often literally indispensable to keep the family from the brink of want.

Table 9.--Average weekly take-home earnings of women employed in in specified industries, Buffalo and Erie County, N. Y., 1944 1/

Occupational group	Average earnings
Operatives--	
War plants	$35.00
Aircraft	37.90
Essential civilian manufacturing	24.10
Clerical workers--	
War plants	31.00
Aircraft	33.10
Essential civilian manufacturing	25.50
Laundry workers	21.60
Store employees	18.90

1/ See footnote to Table 8.

Eighty percent of all the women interviewed in Erie County, and practically 60 percent of the married women with husbands present, plan to continue work after the war. It is interesting that only 2 out of 5 service men's wives intended to keep on working after the war, a much smaller proportion than of other marital groups. This group is composed largely of younger women who may not yet have learned from experience that the average family cannot maintain an adequate standard of living on the earnings of just one wage earner.

Table 10.--Support responsibilities of women planning to continue work, by marital status, Buffalo and Erie County, N. Y. 1/

Marital status	Women expecting to continue			Percent who must support--	
	Number	Percent of all of specified status	Percent distribution	Self	Others
Total women	91,200	80	100	80	25
Single	54,900	96	60	94	20
Married, husband present	18,200	59	20	34	23
Married, husband absent, in service	4,900	40	5	67	33
Married, husband absent, not in service (includes widowed and divorced)	13,200	94	15	91	44

1/ See footnote to Table 8.

Among married women who planned to continue work, the large proportion of those with husbands present were one of two earners in the family. About 7 percent of them, however, were the sole supporting earner, indicating that many Erie County women must work for the family upkeep because their husbands are either unable to earn enough for full support or ill and unable to work at all.

Table 11.--Number of contributing earners in families of women planning to continue work, Buffalo and Erie County, N. Y. 1/

Status as family earners	Total women		Marital status		
	Number	Percent	Single	Married, husband present	Married, husband absent, and widowed and divorced
Total	86,700	100	53,700	18,200	14,800
			Percent distribution		
Sole contributing earner	9,900	11	7	7	34
One other earner	38,000	44	39	68	33
Two or more other earners	35,100	41	53	14	28
Earners not contributing	3,700	4	1	11	5

1/ See footnote to Table 8.

The Women's Bureau study clearly shows that notwithstanding the fact that many married women expect to retire from the labor force after the war, the number who will find it necessary to work will be considerably larger than in 1940. Plans for future employment must include these women as their own well being and the welfare of the community depends on it. The economic problems of an area can by no means be solved on the assumption that married women can leave the labor market, for in fact the families of many of them cannot afford to have them do so.

Other Women's Bureau studies.--Early evidence as to the financial responsibility of women workers for the support of others as presented in Women's Bureau Bulletin 75, published in 1929, "What the Wage-Earning Woman Contributes to Family Support," and in Part I, Ch. 4, Women's Bureau Bulletin 155, published in 1937, "Women in the Economy of the United States." The latter bulletin contains selected data from 72 reports from various Government and private sources dealing with women workers' family responsibilities. Additional data are presented in Women's Bureau Bulletin 168, "Employed Women and Family Support," published in 1939. Also attached as Exhibit V is a list of various Women's Bureau reports containing data on the responsibilities of employed women for family support, tabulated by marital status.

Point 3.

Though at common law the male wage earner had sole legal responsibility for family support, statutes have been enacted in some States imposing on the wife joint responsibility for the purchase of family necessaries. ✓

Employed married women contribute regularly to the support of their families not because the law requires it but because the welfare of the family is their first consideration. However, as has frequently been stated, law follows custom. The trend toward the increasing employment of married women outside their homes has been accompanied by statutory changes in some States. These are significant here because they show a growing public awareness of the importance of married women in the country's economic system and the value of their contributions to family support.

At common law the husband had sole responsibility for family support. Most States still follow the common law rule. However, in a number of States, statutes 7/ have been enacted to place a certain amount of legal responsibility on the wife. Thus 19 States now make both parents jointly responsible for the

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7/ For citations, see Exhibit VI attached.

support of their minor children: Arkansas, California, Colorado, Connecticut, Illinois, Iowa, Louisiana, Massachusetts, Minnesota, Montana, North Dakota, Oklahoma, Oregon, Pennsylvania, South Dakota, Utah, Washington, West Virginia, Wyoming. Some States make both parents criminally responsible. Among these are: California, New York, Utah, Vermont, Wyoming. Nine States make husband and wife mutually responsible for each other's support: California, Idaho, Nebraska, Nevada, New Mexico, Ohio, and South Dakota. Full information concerning the legal responsibility of married women is attached as Exhibit VI. See also Women's Bureau Bulletin 157, "Legal Status of Women in the United States."

Point 4.

Maintenance of an employment policy which discriminates in hiring or tenure of employment against married women workers as a class violates inherent personal rights of individuals and is detrimental to the public welfare. It interferes with the right to work, results in restraint of freedom to marry, and threatens to increase the load on the public relief system.

The right to work.--One of the unenumerated rights implicit in the American system of Government is the right to work. Democratic government tries to safeguard for each individual the maximum amount of personal liberty, consistent with the rights of others. An important part of the concept of individual liberty is freedom to seek employment where the individual worker chooses.

The right to work, like other democratic rights, is often threatened. In the year 1939, 23 State legislatures introduced so-called married women bills, prohibiting the employment of a married woman, usually in public work, or if the husband earned a specified income. Not a single one of the bills passed. Public sentiment repudiated any such flagrant and unjust discrimination against married women workers.

Work is an outlet for talents and intelligence as well as a means of livelihood. Most persons need the satisfaction that comes from working at a paid job. Marital status does not necessarily change this basic human need. Modern methods of housekeeping have minimized the time necessary to do routine household tasks and many women find they have adequate time for outside employment, especially where there are no young children in the home. The professions are not the only field that provide a creative outlet or an opportunity for self expression. For many persons, clerical and industrial work afford a certain outlet. The degree of satisfaction obtained depends not merely on the type of work but on the working conditions and the wages. Women in the clerical and kindred occupations, such as telephone, usually enjoy their jobs where they are reasonably well-paid. Employment policies that discriminate against married women deprive such women of a needed opportunity for self expression as well as of a money income which is contributed to family support.

The employer of course does not have a duty to hire any particular individual for a job. He does, however, have a social responsibility not to set up artificial restrictions against any one class of workers, barring them from permanent employment on grounds unrelated to their ability to do the job in question. An employment policy which refuses to give equality of opportunity to a large group of women simply on the grounds of marital status is essentially undemocratic and antisocial. Moreover, the knowledge that they have no seniority rights is bound to affect the morale of married women temporarily employed during the war and in consequence lower their efficiency. In a period of national emergency the effect of such a policy is so serious as to be a matter of Government concern.

Freedom to marry.--The right to marry is another of the unenumerated rights implicit in the democratic system of Government. Freedom to marry is both a personal and a social right. It is of vital importance to individuals to be able to start a home of their own, and it is also important to the State to have new homes established and family life set up.

The assumption that a woman can afford to stop working merely because she gets married is not today warranted by the facts. Frequently she cannot get married unless her earnings are available to start the new home. Often she has responsibilities to her parents which must be carried on regardless of her new social status. An employment policy that results in discharge of women on marriage is bound to result in postponement of plans for marriage or in some cases in their abandonment entirely. Such a practice is contrary to public policy and merits the strongest condemnation.

The potential public-relief burden.--The policy of discharging women on marriage increases the potential load on the public-relief system because it deprives women workers of the advantages of Federal old-age insurance and State unemployment compensation to which they are entitled by reason of deductions from their wages.

One of the objectives that individuals seek to accomplish through employment is the accumulation of savings for old age. No worker wants to be dependent on the public-relief system in old age and it is to society's interest that he should not be so. Many wage earners do not earn enough to accomplish this purpose through their own efforts. It was for this reason that the Federal OASI program was set up, with the provision that a part of a worker's earnings should be deducted and set aside for his old age by the Government.

Women workers employed by the Upstate Telephone Company are subject to the same Federal old-age insurance deductions as employees of other companies. They do not, however, have job security, since they at once lose their jobs if they change from a single to a married status. For many women who are trained telephone operators it may be difficult to adjust to other employment. Denial of opportunity in the work they are trained to do may mean only sporadic and infrequent attachment to the labor market. In such cases, discharge may prevent the accumulation of sufficient wage credits to become entitled to primary benefits due wage earners under the Federal Old-Age Insurance system. Secondary benefits, to which they may be entitled as wives or widows, are smaller in amount and do not compensate for loss of benefits based on taxes deducted from their own wages.

Under a number of State unemployment compensation laws, women who become unemployed because of marriage are disqualified for benefits. While a few State laws do not disqualify a woman worker unless she "voluntarily" gives up her job to marry, other laws deny benefits merely for "discontinuation of work because of marriage." In the latter group are Minnesota, Montana, Nebraska, Nevada, North Dakota, Ohio, South Dakota, and Wisconsin. In four States: Nebraska, Nevada, North Dakota, and Wyoming, the law provides that a woman whose employment is terminated because of marriage not only is disqualified to receive benefits during her current period of unemployment but loses all her wage credits accumulated prior to marriage. Two States expressly penalize a woman who marries in violation of an employer's rule not to employ married women and is discharged in consequence - Minnesota, by cancelling all wage credits earned for work with that employer and Wisconsin, by providing for cancellation, on the employer's notification, of all prior wage credits.

Consideration of our present social insurance systems makesit clearly apparent that the policy of discharging women on marriage not only interferes with a woman worker's personal and social right to marry but also tends to make her a potential recipient of public relief. The woman is not the only one to suffer because, as was previously demonstrated, without her earnings the entire family may be reduced to want.

Point 5.

An employment policy which discriminates against married women is not supported by accepted industrial practice and is not justified by the "spread the work" theory: Official data show that discrimination against married women is not the general practice in the telephone industry. The "spread the work" policy, if fairly applied, would require determination of individual need. However, future prosperity will be based not on spreading the work but on an economy of full employment.

Census data.--The Census of Population for 1940 reports 189,002 telephone operators as a group in the classification of women in clerical, sales, and kindred occupations. Slightly more than one-half, 52.5 percent, of the telephone operators were single; about one-third, 32.9 percent were married living in the same household with their husbands; and the remaining group, 14.6 percent, were widowed, divorced or lived apart from their husbands. The single women and the married women with husbands present are reported by age groups. The telephone operators in the age groups under 25 are preponderantly single, but in the age groups over 25 the proportions of single and married are quite similar. The proportions of telephone operators who were reported as married are greater than that of women making up the group as a whole in the clerical, sales, and kindred occupation.

Table 12.--Marital status of women employed in the clerical, sales, and kindred occupations and as telephone operators 1/

Marital status	Combined clerical, sales, and kindred group, including telephone operators	Telephone operators
Total number	3,156,982	189,002
	Percent distribution	
Single	58.9	52.5
Married - Husband present	29.3	32.9
Married - Husband absent	2.8	3.8
Widowed or divorced	9.0	10.8

1/ Source: U. S. Census, 1940, Population, Vol. III, Part I, Table 68, p. 111.

Current Women's Bureau data.--A Nation-wide survey by the Women's Bureau of the telephone industry in six representative areas, for which field work was completed in 1944, is now in process of preparation in report form. The survey includes data from 6 telephone companies employing approximately 14,000 women as follows.

Chesapeake and Potomac of Baltimore City (Maryland)
Southern Bell Telephone & Telegraph Company (Georgia Division)
Mountain States Telephone & Telegraph Company (Colorado Division)
Southwestern Bell Telephone Company (Western Missouri & Kansas)
Illinois Bell Telephone Company (Illinois and Indiana)
Lexington Telephone Company (Kentucky)

Five companies were associates of the Bell Telephone system, while one, the Lexington Company, is a subsidiary of the General Telephone Company, as is the Upstate Telephone Company in New York.

In this survey the Women's Bureau obtained, in addition to other data, information concerning employment policies affecting married women. The Bell Telephone System, which employs more than 90 percent of all telephone workers in the United States, had no policies prejudicial to married women in the five associated companies surveyed. The Lexington Company, however, reported that for a number of years before the war a female employee was required to resign upon marriage, and married women, of course, were not hired. During the last few years this policy has been relaxed somewhat and former employees though married have been called back to help out for the war period, but they were regarded merely as temporary employees for the duration of the emergency. The effect of this policy was reflected in the proportion of total married women employed in operating and clerical groups, 24 percent in the Lexington Company as compared with 37 percent in the Bell System companies. In other words, the proportion of married women is approximately 50 percent higher in the Bell System.

Since a large proportion of the women over 25 available for employment are married, an employer by cutting out the married women tends to increase turnover and have a high proportion of young inexperienced women. Training programs in the telephone industry are highly developed both for the student and for the operator in the first years on the job, necessitating thorough coaching to attain skill and all around performance. To remove workers who have been trained to their full skill is wasteful both for the industry and for the worker. Furthermore, since long wage progression periods are customary in the telephone industry to reach maximum rates of pay, the discharge of women on marriage denies women workers the opportunity to acquire seniority and to obtain better earnings. The net effect, of course, is to depress the nominal wage scale.

The Upstate Telephone Company also has its own pension system, but denies pension rights to married women employed during the war. Limitation of pension rights to single women is of course advantageous tothe company, as only a small proportion of women employees can ever become entitled to a pension. Obviously the company is under no legal obligation to maintain any pension plan for its employees. However, where such a policy is maintained wage rates are usually adjusted accordingly; hence there would seem to be no justification for dismissing women on marriage and thus keeping the number of recipients to a minimum.

Industrial practice elsewhere.--With the increasing number of married women in industry and the acceptance of their need and right to work, the policy of requiring women to resign automatically on marriage is obsolete and has disappeared with the progressive employer. The most recent study of managerial attitudes towards the employment of women after marriage was made by the National Industrial Conference Board in 1939. This study showed that in 90 percent of the companies plant workers and in 74 percent office workers were permitted or even encouraged to continue work after marriage. 8/ Many executives expressed the belief that the intrusion of an employer in the private affairs of employees such as marriage was not justified and they were convinced that no social gains were attained by forcing women to retire from their jobs on marriage.

Future Employment Policy.

The "spread-the-work" theory.--Discrimination against married women is not justified on the ground that it "spreads the work" to discharge women whose husbands are working. If a philosophy is adopted that jobs be given on the basis of need, it should apply to all persons who do not need to work - single women with families who can support them, married men with private incomes, single men with other sources of revenue. A classification based on

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8/ "The Management Record" October 1939, National Industrial Conference Board, 247 Park Avenue, NewYork, N. Y.

marriage is unrealistic because there is no correlation between marital status on the one hand, and the need for earnings, on the other. Marriage these days is no open sesame to high or even adequate standards of living.

The policy of depriving married women of an opportunity to work is based on the theory that the unemployment problem would be solved if only married women would stay in their homes. Such a philosophy overlooks the fact that the country has passed beyond pioneer days. At that time women worked in the home to bake the bread their families ate and make the clothes their families wore. Since then those functions have moved from the home into factories, stores, and service establishments. When jobs were taken out of the home, women followed them into industry.

The experience of the 30's proved the fallacy of the "spread the work" theory in this country. The work was spread very thin, earnings of workers decreased, the demand for goods declined, more and more workers were out of employment, and entire families faced actual starvation. Postwar prosperity demands the opposite of this policy - jobs for all who want to work.

Full employment.--The welfare of the entire country, the well-being and happiness of all its citizens, is predicated after the war on opportunity for useful and regular employment for all persons who want to work. A program of full employment is essential to achieve the greatest possible production of goods and services, to maintain a high level of purchasing power, and to raise the standard of living of the average family to a "health and decency" level.

In the establishment of a sound national economy, it is essential that women be given the same consideration as other workers. The historical development of women's employment shows that women workers are a permanent and constantly increasing part of the labor force. Economic pressure and responsibility for the maintenance of themselves and others require that many women seek and find paid jobs.

The practice of refusing to hire married women and of denying job security to women employees who marry discriminates against women as a class. Such discrimination results not in putting women back in their homes but in forcing them to accept jobs at low wage rates and under undesirable working conditions. Discrimination against women tends, therefore, to depress wage rates generally and to break down labor standards. In the final analysis, such an employment practice is detrimental to the entire country because its ultimate effect is to decrease purchasing power, reduce consumption of goods, and in consequence to deprive other workers of jobs.

Conclusion.--It has been demonstrated that the practice of discriminating against women workers on the ground of marital status denies the means of livelihood to a large and important group of workers, that it is socially undesirable and economically unsound, and that it threatens seriously to interfere with the development of a sound national economy. The Women's Bureau urges the National War Labor Board to direct the elimination of this discriminatory practice.

Exhibit I

Number of Women in the Labor Force 1/, Percent They Constitute of All Persons in the Labor Force 1/ and of All Women of Working Age, 1870-1945 2/

Year	Women in the labor force 1/ 2/		
	Number	Percent of all persons in the labor force	Percent of all women of working age
1945 3/	17,940,000	34.7	34.0
1944 3/	16,880,000	32.9	32.3
1940	12,845,259	24.3	25.4
1930 4/	10,679,048	22.0	24.3
1930 5/	10,752,116	22.0	22.0
1920	8,636,512	20.4	21.4
1910	7,444,787	19.9	21.5
1900	5,319,397	18.3	18.8
1890	4,005,532	17.2	17.4
1880	2,647,157	15.2	14.7
1870	1,917,446	14.8	13.3

1/ "Gainfully occupied," 1870-1930; "in the labor force," 1940, 1944, and 1945.

2/ Figures before 1930 are for persons 10 years old and over; figures for 1940, 1944, and 1945 are for persons 14 years old and over; both these age groups are shown for 1930.

Source: U. S. Census, 1940, Population: Data for 1870-1930 are corrected figures from Comparative Occupation Statistics for the United States, 1870-1940, Table XIV, p. 91; data for 1940 from Vol. III, Part 1, Table 1, p. 3. Data for 1944 and 1945 from Bureau of the Census, Monthly Report on the Labor Force.

3/ Estimated civilian labor force, and population for March.
4/ 14 years old and over.
5/ 10 years old and over.

Exhibit II

Marital Status of the Woman Population of the United States, 1890 to 1944 1/

Year	Number of women by marital status				Percent distribution of women by marital status			
	Total	Single 2/	Married	Widowed & divorced	Total	Single 2/	Married	Widowed & divorced
1944 (March)	52,320,000	13,110,000	32,490,000	6,720,000	100.0	25.1	62.1	12.8
1940 3/	50,549,176	13,939,386	30,087,135	6,522,655	100.0	27.6	59.5	12.9
1940 4/	49,361,562	12,751,772	30,087,135	6,522,655	100.0	25.8	61.0	13.2
1930	42,837,149	11,359,038	26,170,756	5,307,355	100.0	26.5	61.1	12.4
1920	35,177,515	9,667,653	21,318,933	4,190,929	100.0	27.5	60.6	11.9
1910	30,047,325	9,001,342	17,684,687	3,361,296	100.0	29.9	58.9	11.2
1900	24,249,191	7,606,772	13,810,057	2,832,362	100.0	31.4	57.0	11.7
1890	19,602,178	6,250,912	11,124,785	2,226,481	100.0	31.9	56.8	11.4

1/ Data for 1890 to 1930 are for the woman population 15 years old and over; data for 1944 are for the woman population 14 years old and over; both these groups are shown for 1940.
Source: 1944 data, U. S. Department of Labor, Women's Bureau, Special Bulletin 20, p. 22; 1890 to 1940 data, U. S. Census, 1940, Population, Vol. IV, Table 5, p. 16 and Table 2, p. 9.

2/ 1890 to 1930 figures include unknown with single.

3/ 14 years old and over.

4/ 15 years old and over.

Exhibit III

Marital Status of Women 14 Years Old and Over in the Labor Force or Gainfully Occupied

Marital status	1944 1/ (March)	1940 2/	1920 3/	1900 3/
	Number of women			
Total	16,880,000	12,845,259	8,429,707	5,114,000
Married	7,460,000	4,560,835	1,920,281	769,477
Single 4/	7,230,000	6,349,474	6,509,426	3,424,082
Widowed and divorced	2,180,000	1,934,950		920,441
	Percent distribution			
Total	100.0	100.0	100.0	100.0
Married	44.2	35.5	22.8	15.0
Single 4/	42.8	49.4	77.2	67.0
Widowed and divorced	12.9	15.1		18.0

1/ Source: U. S. Department of Labor, Women's Bureau, Special Bulletin 20, Table 11, p. 29.

2/ Source: U. S. Census, 1940, Population, Vol. III, Part 1, Table 9, p. 26.

3/ Source: U. S. Census, 1930, Population, Vol. V, Table 1, p. 272, and Table 6, p. 347; and 1940, Population, Comparative Occupation Statistics for the United States, 1870 to 1940, Table II, p. 13.

In 1920 and 1900 marital status is reported for gainfully occupied women 15 years old and over. Girls 14 years old are assumed to be single. 1900 figures are partly estimated.

4/ 1900 and 1920 figures include unknown with single.

Exhibit IV

Sex of Persons Who Were Wage or Salary Workers (Except on Emergency Work) in March 1940, by Wage or Salary Income in 1939, for the United States [1]

Wage or salary income in 1939	Wage or salary workers (except on emergency work), March 1940		Percent distribution	
	Total	Male	Total	Male
Total with wage or salary income	34,762,300	25,183,880	100.0	100.0
$1 to $99	1,277,280	606,340	3.7	2.4
$100 to $199	2,203,520	1,235,580	6.3	4.9
$200 to $399	4,430,840	2,783,960	12.7	11.1
$400 to $599	3,889,380	2,460,600	11.2	9.8
$600 to $799	4,241,880	2,690,840	12.2	10.7
$800 to $999	3,472,840	2,368,500	10.0	9.4
$1,000 to $1,999	3,110,120	2,368,320	8.9	9.4
$1,200 and over	12,136,440	10,658,740	35.0	42.3

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[1] Source: U. S. Census, 1940, Population, The Labor Force (sample statistics), Wage or Salary Income in 1939, Table VII, p. 7.

EXHIBIT V

Women's Bureau Bulletins Containing Information on the Responsibility of Employed Women for Family Support

Bulletin No.	Publication date	Title
74	1930	The Immigrant Woman and Her Job.
75	1929	What the Wage-Earning Woman Contributes to Family Support.
77	1929	A Study of Two Groups of Denver Married Women Applying for Jobs.
78	1930	A Survey of Laundries and Their Women Workers in 23 Cities.
88	1932	The Employment of Women in Slaughtering and Meat Packing.
92	1932	Wage-Earning Women and the Industrial Conditions of 1930: A Survey of South Bend.
100	1932	The Effects on Women of Changing Conditions in the Cigar and Cigarette Industries.
101	1932	The Employment of Women in Vitreous Enameling.
111	1933	Hours, Earnings, and Employment in Cotton Mills.
117	1934	The Age Factor as it Relates to Women in Business and the Professions.
120	1934	The Employment of Women in Offices.
133	1935	Employment Conditions in Beauty Shops.
134	1935	Summaries of Studies on the Economic Status of Women.
139	1936	Women Unemployed, Seeking Relief in 1933.
148	1936	The Employed Woman Homemaker in the United States: Her Responsibility for Family Support.
155	1937	Women in the Economy of the United States of America.
164	1938	Women in Industry: A Series of Papers to Aid Study Groups.
168	1939	Employed Women and Family Support.
170	1939	The Economic Status of University Women.
172	1939	The Woman Wage Earner: Her Situation Today.
183	1941	Women Workers in Their Family Environment.
185	1941	The Migratory Labor Problem in Delaware.
188	1942	Part 1. Office Work in Houston, 1940.
	"	Part 2. " " " Los Angeles, 1940.
	"	Part 3. " " " Kansas City, 1940.
	"	Part 4. " " " Richmond, 1940.
	"	Part 5. " " " Philadelphia, 1940.

Exhibit V

Bulletin No.	Publication date	Title
192	1942	Part 1. Women's Employment in Aircraft Assembly Plants in 1942.
	1942	Part 2. Women's Employment in Artillery Ammunition Plants in 1942.
	1943	Part 3. Employment of Women in the Manufacture of Cannon and Small Arms in 1942.
	1943	Part 4. Employment of Women in the Machine-Tool Industry, 1942.
	1944	Part 5. Women's Employment in the Making of Steel, 1943.
	1944	Part 6. Employing Women in Shipyards.
	1944	Part 7. Women's Employment in Foundries, 1943.
	1945	Part 8. Employment of Women in Army Supply Depots in 1943.
	(In press)	Part 9. Women's Wartime Jobs in Cane-Sugar Refineries.
197	1943	Women Workers in Some Expanding Wartime Industries - New Jersey, 1942.
198	1944	Employment and Housing Problems of Migratory Workers in New York and New Jersey Canning Industries, 1943.

EXHIBIT VI

Statutory liability of married women for family expenses.

A. Civil provisions -

(1) Family necessaries and support of minor children: (19 States)

Arkansas	Pope's Digest (1937)	Sec. 6206.
California	Deering's Civil Code (1937)	Sec. 196.
Colorado	Statutes Annotated (1935)	Ch. 83, sec. 10.
Connecticut	General Statutes (Rev. 1930)	Sec. 5157. Supp. 1935. s.1596c.
Illinois	Revised Statutes (1935)	Ch. 68, sec. 15.
Iowa	Code (1935)	Sec. 10459.
Louisiana	Dart's Civil Code (1932)	Art. 2435.
Massachusetts	General Laws (1932)	Ch. 209, sec. 7.
Minnesota	Mason's Statutes (1927)	Sec. 8620
Montana	Revised Codes (1935)	Secs. 5790, 5784, 5833.
Nebraska	Compiled Statutes (1929)	Sec. 42-201.
North Dakota	Compiled Laws (1913)	Sec. 4423. Supp., Sec. 4414.
Oklahoma	Statutes (1931)	Sec. 1684.
Oregon	Code Annotated (1930)	Sec. 33-206.
Pennsylvania	Purdon's Statutes (1936)	T. 48, Sec. 116.
South Dakota	Compiled Laws (1929)	Sec. 175.
Utah	Revised Statutes (1933)	Sec. 40-2-9.
Washington	Remington's Revised Stats.'32	Sec. 6906.
West Virginia	Michie's Code (1937)	Sec. 4752.
Wyoming	Revised Statutes (1931)	Sec. 69-101.

(2) Support of husband - if living with wife, is without property, and is infirm.

California -	Deering Civil Code (1937)	Sec. 176.
Idaho	Code Annotated (1932)	Sec. 31-916.
Montana	Revised Codes (1935)	Sec. 5802.
Nebraska	Compiled Statutes (1929)	Sec. 42-201.
Nevada	Hillyer's Compiled Laws (1929)	Sec. 3378.
New Mexico	Statutes Annotated (1929)	Sec. 68-105.
North Dakota	Compiled Laws (1913)	Sec. 4409.
Ohio	Baldwin's Revised Annotated Code (1936)	Sec. 7995.
Oklahoma	Statutes (1931)	Sec. 1653.
South Dakota	Compiled Laws (1929)	Sec. 169.

EXHIBIT VI

(3) Support of poor relatives:

Some States declare the liability for support of poor relatives by persons within named degrees of kinship, if of sufficient ability to help them.
NEW YORK State has the following provision:

> "The husband, wife, father, mother, grandparent, child or grandchild of a recipient of public assistance or care or of a person liable to become in need thereof shall, if of sufficient ability, be responsible for the support of such person. Step-parents shall in like manner be responsible for the support of minor step-children. (Emphasis added)." 1940 Laws, ch. 619, Sec. 101.

Method of enforcement - bond requirements - Idem, Sec. 102.

B. Penal provisions -

Several States have penal provisions applicable to both parents for abandonment of their minor children or failure to provide for them. Among these States are:

California	Penal Code (1937)	Sec. 270.
NEW YORK *	Penal Law	Ch. 41, Sec. 480.
Utah	Revised Statutes (1933)	Sec. 103-13-1.
Vermont	Public Laws (1933)	Sec. 3091.
Wyoming	Revised Statutes (1931)	Sec. 32-227.

* NEW YORK'S statute provided that "A parent or other person charged with the care or custody for nurture or education of a child under the age of 16 years, who abandons the child in destitute circumstances and wilfully omits to furnish necessary and proper food, clothing, or shelter for such child is guilty of felony." Violator is subject to imprisonment or fine or both.

Exhibit VII

Employment of Telephone Operators by Marital Status [1/]

Women by marital status and age	Telephone operators	
	Number	Percent distribution
Total women	189,002	100.0
Single - Total	99,278	52.5
14 to 24	42,776	22.6
25 to 34	31,221	16.5
35 to 44	16,604	8.8
45 and over	8,677	4.6
Married - Total - Husband present	62,137	32.9
14 to 24	8,116	4.3
25 to 34	29,733	15.7
35 to 44	17,863	9.5
45 and over	6,425	3.4
Married - Husband absent	7,111	3.8
Widowed or divorced	20,476	10.8

[1/] U. S. Census, 1940, Population, Vol. III, Part I, Table 68, p. 111.

STATEMENT TO THE NATIONAL WAR LABOR BOARD

in Support of Union's Request

TO ABOLISH DISCRIMINATION AGAINST MARRIED WOMEN

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

July 1945

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington 25

Statement Summarizing National War Labor Board Ruling re Marital Status Discrimination in Upstate Telephone Case

The National War Labor Board recently issued a directive order and press release in the case of Upstate Telephone Company, Johnstown, N. Y., and Upstate Telephone Workers' Union, N.F.T. W., Case No. 111-11514-D, decided July 30, 1945.

This case involved, among other issues, the question of discrimination by the employer against women in hire and tenure of employment, on the basis of marital status. For a number of years, the telephone company had followed the policy of refusing to hire married women and of discharging women employees upon marriage. During the war, the company employed married women on a temporary basis but denied them pension and health benefits accorded to the regular staff. The union petition to the National War Labor Board included the request that the employer be directed to discontinue discriminatory practices against women workers.

In view of the detrimental effects on women's opportunities to earn a living of the company's policies with respect to hiring and tenure, the Women's Bureau filed a separate statement with the National War Labor Board pointing out the unfortunate economic, social, and legal implications of these company practices and requesting remedial action by the National War Labor Board.

The National War Labor Board gave a ruling favorable to the union on this issue, establishing a precedent which is of special interest to unions and to women members. In the directive order, the National War Labor Board laid down as one of the terms and conditions governing the relationship between the parties, the mandatory requirement that

> "No employee shall be discriminated against by the company with respect to benefits, terms, or conditions of employment because of her marital status."

The Board ordered the parties to incorporate such terms and conditions in a signed agreement, thus insuring continuing observance of the non-discriminatory policy during the life of the contract.

October 19, 1945

(WB-46-67)

STATEMENT TO THE NATIONAL WAR LABOR BOARD
In Support of Union's Request
TO ABOLISH DISCRIMINATION AGAINST MARRIED WOMEN

The following statement was prepared by the Women's Bureau of the U. S. Department of Labor at the request of a local telephone workers union in connection with its case before the National War Labor Board, in which one of the issues in dispute was discharge of women employees upon marriage and refusal to hire married women. In view of the future implication of the employment practices involved, the Women's Bureau was glad to prepare such a statement in support of the union's position in this case.

The Women's Bureau calls attention to the fact that while postwar adjustments are ahead for all workers, it will be the women workers who will be challenged first by public opinion if there are not enough jobs to go around, and in particular the employed married women.

Employment policies and practices affecting married women will be watched by many organizations both national and local, including various women's groups, some of which have worked for years to improve women's employment opportunities and to prevent discrimination against them, as well as to raise standards for their working conditions. Such policies will assume increasing importance from now on.

The brief that follows analyzes the financial and economic factors that enter into the situation of married women working. It will be interesting to all groups—women's organizations, trade unions, community agencies—that are studying employment problems in the reconversion and postwar periods. This is primarily a woman's problem, since discrimination against employment of married women extends eventually to discrimination against employment of women as such.

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BEFORE THE NATIONAL WAR LABOR BOARD

Upstate Telephone Corporation of New York)
and)
Upstate Telephone Workers' Union,) Case No. 111-11514-D
affiliated with the National)
Federation of Telephone Workers)

STATEMENT OF THE U. S. WOMEN'S BUREAU

I. The Issue

The Women's Bureau of the United States Department of Labor presents this statement in support of the union request to abolish discrimination against married women. The facts show that for a number of years the company has followed the policy of refusing to hire married women and of discharging women employees upon their marriage. During the current labor shortage occasioned by the war, the company has modified its policy by employing married women on a temporary basis, but it denies them pension and health benefits accorded to the regular staff.

The Women's Bureau believes that selection of an individual for a job should be based on his ablilty to do the work, not on the totally unrelated factor of marital status. The right to work, or rather, to compete freely with other individuals for the sale of one's services, is an inherent right, implicit in a democratic system of government.

Discrimination against married women amounts, in actual fact, to discrimination against all women workers. It militates against the economic security of women as a class, weakens their bargaining power, and impairs their wage-earning status.

A company policy that denies job tenure to women employed during the war and withholds opportunity for employment from all maried women in the postwar period threatens the successful functioning of the national economy. It is the position of the Women's Bureau that such a policy constitutes a gross inequity against a minority group of workers, and that the issue is of such urgent national importance as to demand immediate remedial action by the National War Labor Board.

II. Summary of Argument

POINT 1

Women workers as a group constitute a significant and constantly increasing proportion of the total labor force. The proportion of married women to single women both in the labor force and in the population generally has been gradually increasing since the beginning of the century. The long-time trend toward the increasing employment of women was accelerated by the war, and part of the additional increase will be permanent.

POINT 2

Most married women who work outside their homes do so from economic necessity. Official data show that in recent peacetime years a large proportion of male wage earners did not earn sufficient wages on an annual basis to support a family at a minimum adequate standard of living, and further that the total income of a large proportion of families was insufficient to maintain such a standard. The fact that large numbers of married women are concentrated in the less desirable, unskilled, low-paid industries, is further evidence of their economic need to work. Women's Bureau studies over a quarter of a century, including a current survey of Buffalo and Erie County, New York, show that a large majority of employed married women regularly use their earnings for the support of their families and other relatives.

POINT 3

Though at common law the male wage earner had sole legal responsibility for family support, statutes have been enacted in some States imposing on the wife joint responsibility for the purchase of family necessaries.

POINT 4

Maintenance of an employment policy which discriminates in hiring or tenure of employment against married women workers as a class violates inherent personal rights of individuals and is detrimental to the public welfare. It interferes with the right to work, results in restraint of freedom to marry, and threatens to increase the load on the public relief system.

POINT 5

Official data show that discrimination against married women is not the general practice in the telephone industry. Such a policy is not supported by accepted industrial practice and is not justified by the "spread the work" theory. The "spread the work" policy, if fairly applied, would require determination of individual need. However, future prosperity will be based not on spreading the work but on an economy of full employment.

III. Argument

POINT 1

Women workers as a group constitute a significant and constantly increasing proportion of the labor force. The proportion of married women to single women both in the labor force and in the population generally has been gradually increasing since the beginning of the century. The long-time trend toward the increasing employment of women was accelerated by the war, and part of the increase will be permanent.

A. Position of Women in the Labor Force.

Increasing employment of women.—Census data show that women are a permanent and a constantly increasing part of the country's labor force. In 1900, women gainfully employed outside their homes numbered less than 5½ million, 19 percent of all women of working age and 18 percent of all persons gainfully employed. In 1940, the number of women in the labor force had increased to nearly 13 million, over 25 percent of all women of working age and 24 percent of all persons in the labor force. In March 1945, women employed outside their homes numbered almost 18 million, or 34 percent of all women of working age and 35 percent of all persons gainfully employed. Thus, at the present time, 1 woman is employed of every 3 women of working age in the population, and 1 worker in every 3 is a woman.

TABLE 1.—WOMEN IN THE LABOR FORCE AT VARIOUS PERIODS [1]

	March 1945	1940	1920	1900
Number of working women of 14 years and over	17,940,000	12,845,259	8,636,512	5,319,397
Percent these women were—				
Of all women of working age	34.0	25.4	21.4	18.8
Of all persons in labor force	34.7	24.3	20.4	18.3

[1] For complete Census data showing trend 1870-1945, see Exhibit I attached.

Effect of war.—As is obvious from Census data, the tremendous employment of women during the present war period is not a new development but merely the acceleration of a long-established trend. Even if there had been no war, the employment of women would have increased during the 1940's. Due to the war the increase in the number of women between 1940 and 1945 was 3 times as great as the increase that normally would have been expected on the basis of the earlier trend. In other words, more than 3 million additional women became workers because of war conditions.

The Bureau of the Census estimates that only about one-half to two-thirds of the additional women who took jobs during the war period will leave the labor market at the end of the war. The others will continue in the postwar labor force. On this basis the Census experts estimate that in 1950 17½ to 18 million women will be in the labor force, either employed or actively looking for work.[1]

B. Married Women as Wage Earners.

Employment and population trend.—Of particular importance in determining the seriousness of discrimination against married women workers is the position of such workers in the total woman labor force. Granted that the number and proportion of women workers as an employed group is constantly increasing, the question at once arises as to the position of married women in that group. Are married women who work outside their homes a significant proportion of all women wage earners or are a mere handful of women workers married?

Surprising as it may be to those who hold the traditional belief concerning "woman's place," census data show a constant increase in the number and proportion of married women wage earners. Part of this increase is due to the fact that the proportion of married women in the population is gradually increasing.[2] However, basically the condition undoubtedly is due to social and economic forces that increasingly make it desirable and necessary for women to work outside their homes.

Table 2 shows that the proportion of married women employed outside their homes tripled in the period 1900 to 1940. In 1900 only 5.6 percent of the married women in the population were gainfully employed outside their homes. In 1920, 9 percent were so employed. In 1940, the last peacetime year, married women employed outside the home constituted 15 percent of the total woman population.

TABLE 2.—MARITAL STATUS OF WOMEN 14 YEARS OLD AND OVER IN THE LABOR FORCE IN RELATION TO THE TOTAL WOMAN POPULATION

Marital status	1940		1920		1900	
	Women in population	Percent in labor force	Women in population	Percent in labor force	Women in population	Percent in labor force
Total women...	50,549,176	25.4	36,190,483	23.3	25,024,415	20.4
Married..........	30,087,135	15.2	21,318,933	9.0	13,810,057	5.6
Single...........	13,939,386	45.6	14,871,550	43.8	8,381,996	40.9
Widowed and divorced........	6,522,655	29.7	(1)	-	2,832,362	32.5

[1] Combined with single in this year.

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[1] Census Bureau Release 3-2696, April 11, 1945.

[2] Exhibit II attached shows marital status of the woman population, 1890-1944; Exhibit III shows marital status of women in the labor force, 1900-1944.

Effect of the war.—The war greatly accelerated the trend toward increasing employment of married women. Between April 1940 and March 1944 the number of married women in the labor force increased by nearly 3,000,000, or two-thirds of the total influx of 4½ million women workers in that period. For the first time in the country's history, married women outnumbered single women in the employed group. Twenty-three percent of all married women were working.

TABLE 3.—MARITAL STATUS OF WOMEN WORKERS IN WARTIME, MARCH 1944 [1]

Marital status	1944 (March)		
	Women in population	Women in labor force	
		Number	Percent
Total	52,320,000	16,880,000	32.3
Married	32,490,000	7,460,000	23.0
Single	13,110,000	7,230,000	55.1
Widowed and divorced	6,720,000	2,180,000	32.4

[1] Source: Women's Bureau Special Bull. 20, 1944. Census data for 1945 are not available to show employment of women by marital status.

Official data indicate not only that the number of married women in labor force after the war will be considerable greater than the 4½ million employed before the war, but that a larger proportion of married women workers will be in the older age group. A recent statistical forecast [3] points out that for women in the age group 45 to 64 years an increase of 1,500,000 or 60 percent is to be expected in this decade, even on the basis of minimum allowance for expansion resulting from the war. Older women are already handicapped in the competition for jobs because employers generally prefer younger workers. An employment policy that discriminates against married women would have the most serious effect on the older group, the large proportion of whom are married.

The results of such a policy cannot be measured, however, by its effect on any one group. A policy that discriminates against married women in tenure of employment affects all women because it destroys their job security and presents a constant threat of unemployment. Such a policy is, in reality, unjust discrimination against a considerable and increasingly important minority group of workers.

POINT 2

Most married women who work outside their homes do so from economic necessity. Official data show that in recent peacetime years a large proportion of male wage earners did not earn sufficient wages on an annual basis to support a family at a minimum adequate standard of living, and further that the total income of a large proportion of families was insufficient to maintain such a

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[3] International Labor Review, VOL. XLVIII, No. 6, December 1943, "The Postwar Employment of Women, a Statistical Forecast," by John D. Durand, Bureau of the Census.

standard. The fact that large numbers of married women are concentrated in the less desirable, unskilled, low-paid industries, is further evidence of their economic need to work. Women's Bureau studies over a quarter of a century, including a current survey of Buffalo and Erie County, New York, show that a large majority of employed married women regularly use their earnings for the support of their families and other relatives.

A. Income and Cost of Living

Presumable no one questions the need to work of a married woman whose husband is absent, perhaps in the armed services, and who has no appreciable source of income other than her own earnings. Among women with husbands present, the economic need that exists where the husband is ill or incapacitated also is clearly apparent. However, large numbers of married women need to work even where the husband is both present and employed. For very many American families it is impossible to maintain an adequate standard of living on the earnings of only one wage earner. Where the husband is the chief provider, it is in great numbers of cases absolutely essential for the wife to supplement his earnings by taking a paid job outside the home.

Most married women who work outside their homes do so from economic necessity. This fact is a matter of everyday knowledge, and it can be demonstrated statistically, as the data here presented will show.

Cost of living data.—One of the best methods of determining whether a family income is adequate is to compare it with a priced cost-of-living budget. A cost-of-living budget represents the quantity of goods and services that a family must have to maintain a specified standard of living. The items that comprise such a budget are predetermined and remain fixed over a period of years. However, the cost of supplying the items constantly varies in accordance with changes in retail prices. Hence a budget study gives a realistic picture of what is costs a family to maintain a specified standard of living during a period of rising living costs.

The budget most commonly used today was prepared by the WPA in 1935 to represent a "maintenance level of living" for a 4-person family of a manual worker. This budget was described as "not so liberal as that for a health and decency level which the skilled worker may hope to obtain, but it affords more than a minimum subsistence of living."[4]

The Bureau of Labor Statistics of the U. S. Department of Labor cooperated with the WPA in obtaining prices necessary to compute the original cost of the budget in 1935. An identical list of goods and services was priced in each of 59 cities at that time. Between March 1935 and the spring of 1939, no attempt was made to price this budget. From 1939 through 1943 the figures were kept up to date for 31 cities by the Bureau of Labor Statistics, by applying Bureau of Labor Statistics indexes of living costs to WPA data.

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[4] For items included in maintenance budget, see WPA publication "Intercity Differences in Cost of Living, March 1935, 59 Cities." Research Monograph XII.

Two New York cities—Buffalo and New York City—are represented in the family maintenance budget material. In 1939, the budget for New York City was $1,471.45, for Buffalo $1,277.55; in 1943, New York City, $1,800.38, Buffalo, $1,626.49.

TABLE 4.—COST OF LIVING OF A 4-PERSON MANUAL WORKER'S FAMILY AT MAINTENANCE LEVEL [1]

Cities	1943	1942	1941	1939
New York.................	$1,800.38	$1,757.86	$1,519.44	$1,471.45
Buffalo..................	1,626.49	1,598.13	1,327.72	1,277.55

[1] Source: Bureau of Labor Statistics Monthly Labor Review, November 1939, p. 1166; May 1941, p. 1230; April 1943, p. 747; October 1943, p. 804. (No official budget data subsequent to 1943 are available.)

The right to an adequate standard of living has been designated as one of the four freedoms. In the United States, it is expected that the head of the family will work to provide at least a maintenance level for family members. However, a large proportion of male wage earners do not have a sufficient annual income in normal years to support a family even at a maintenance standard. It is a mistake to assume that a woman can be supported without working simply because she is married.

Earnings of male wage earners.—Census data for 1940 [5] show wage and salary income for 25,183,880 male workers in 1939. Almost half, or 48.3 percent of all male workers earned less than $1,000 in the year 1939. Well over half, 57.7 percent earned wages or salaries less than $1,200. Obviously, one reason for the large proportion of men with low annual earnings is the fact that even in 1939, a so-called "normal year", many men were not able to obtain employment the year-round. However, of approximately 15,000,000 male workers who reported employment for 12 months of the year, 40 percent earned less than $1,200 for the year's work.

Since the preceding data include both urban and rural workers, the fact that income data for the city of Buffalo shows a correspondingly low income ratio is significant. Census data show that 56.2 percent of male workers in Buffalo earned less than $1,200 in 1939. Of the men who were able to obtain employment 12 months of the year, 35.3 percent earned less than $1,200.

The official family maintenance budget for the city of Buffalo in 1939 as computed by Bureau of Labor Statistics was $1,277.55. This budget is officially described as below the health and decency level which a skilled worker may hope to attain. In other words, if the male worker were the only support of the family, over half the families could not have maintained a maintenance standard of living in Buffalo in 1939.

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[5] For detailed Census data, see Exhibit IV attached.

TABLE 5.—WAGE OR SALARY INCOME OF EXPERIENCED MALE PERSONS IN 1939 IN BUFFALO, N. Y. [1]

	Total	Receiving under $1,200	
		Number	Percent
All men	163,295	91,727	56.2
Men who worked 12 months	93,476	33,017	35.3

[1] Source: U. S. Census 1940, Population, Vol. III, Pt. 4, table 16, pp. 438-439.

Family income.—The question naturally presents itself as to what is the income picture when the earnings of all wage earners in the family are combined. Do the facts show that the combined income of all its members puts the average family in the higher income class, or do the adult members of most families still have to worry about having enough money to live at a "maintenance" level?

The 1940 Census data on this point are illuminating. They show that of a total 24½ million families with wage and salary income, 65 percent had no other income as compared with 35 percent that had some income from other sources. Of the families with no income except wages and salaries, 37.2 percent received less than $1,000 a year; 45.4 percent received less than $1,200 a year. Of the families that received both wage and salary income and some other income as well, 48.5 percent received under $1,000 in wages and salaries; 55.5 percent received less than $1,200 in such income.

TABLE 6.—FAMILIES BY FAMILY WAGE OR SALARY INCOME AND RECEIPT OF OTHER INCOME IN 1939 [1]

	Total families		Distribution by wage or salary income			
			Under $1,200		$1,200 and over	
	Number	Percent	Number	Percent	Number	Percent
All families with wage and salary income	24,550,580	100.0	12,007,580	48.9	12,543,000	51.1
Families without other income	15,928,300	64.9	7,223,520	45.4	8,704,780	54.6
Families with other income	8,622,280	35.1	4,784,060	55.5	3,838,220	44.5

[1] Source: Census, 1940, Population, Families. Family Wage or Salary Income in 1939, Regions and Cities of 1,000,000 or more, table 1, p. 2.

In 1942, the Bureau of Labor Statistics made a survey of family spending in wartime, covering income and expenditures among a cross section of all city consumers - families and single persons - for the year 1941 and the first three months of 1942. Published data[6] show that in 1941, 29 percent of city families of two or more persons surveyed had annual incomes under $1,500. In the first three months of 1942, 27 percent of families had incomes under $1,500.

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[6] Bureau of Labor Statistics Bulletin 724. "Income and Spending and Saving of City Families in Wartime," 1942, table 1, p. 3.

To understand the full meaning and significance of such annual incomes, they need only be compared with the official Bureau of Labor Statistics family maintenance budgets for the year 1941: $1,519.44 for New York City and $1,327.72 for Buffalo. For 1942: $1,757.86 for New York City and $1,598.13 for Buffalo.

B. Concentration of Married Women in Low-Wage Industries.

Further evidence that married women work because of need is found in the fact that in 1940 about 55 percent of all married women workers were employed in the traditionally low-paid occupations.

In no individual occupation on the standard intermediate list of 76 occupations for females issued by the Bureau of the Census were married women the majority of total workers. In six, however, they were the dominant group, exceeding the men, the single women, or the widowed and divorced group. These six, all of which ranked relatively low among the occupational fields, are operatives in apparel manufacture, in tobacco, in laundry work, and in knit goods manufacture; boarding house keepers; and dressmakers.

Also significant is the relative proportion of married to other groups of women in the principal woman-employing occupations. The leading individual occupation for married women, in numbers employed, is that of domestic service worker, followed by that of saleswoman.

Over 700,000 or more than one-third of women employed as domestic service workers were married women. Over 300,000 or 40 percent of women employed as saleswomen were married women. Sixty-six percent, or two-thirds of all women operatives in cotton manufactures were married women, as were 46 percent of operatives in textiles, and 40 percent of waitresses.

TABLE 7.—OCCUPATIONS EMPLOYING 100,000 OR MORE MARRIED WOMEN IN 1940 [1]

Occupation	Married women workers	
	Number	Percent of all women workers
Domestic service workers	739,195	34.1
Saleswomen, clerks in stores, etc.	323,138	40.4
Stenographers, typists, secretaries	255,988	24.2
Operatives in apparel and other fabricated textile products	229,787	46.0
"Other" clerical and kindred workers	203,808	27.7
Teachers (including county agents)	194,428	24.5
Waitresses	159,979	39.6
Bookkeepers, accountants, cashiers, and ticket agents	153,150	32.4
Operatives in cotton manufactures	116,232	65.7

[1] Source: U. S. Census, 1940, Population, Vol. III, Part 1, table 68, pp. 111-112.

These are occupations which would not reasonably be expected to attract women who work only to satisfy a desire for self-expression. The fact that married women predominate in such occupations shows that large numbers of married women work from sheer economic necessity to help support themselves and their families.

C. Contributions of Married Women Workers to Family Support.

Women's Bureau studies over more than a quarter century show that married women workers as a group carry their full share of the financial responsibility for the support of themselves and their dependents. Their earnings often are used not only to help maintain their own immediate families of husband and children but to support other relatives as well. Not infrequently women must continue after marriage to assume part of the support of parents who have passed beyond working age or of brothers and sisters who are still so young as to be in school. The proportion of older persons in the population is increasing and their needs are not now adequately met through the national old-age insurance system. In many instances the greater burden of their support necessarily must be carried by the married daughter who as an employed wife also pays part of the expenses of her own immediate household.

Married women workers in Erie County, New York (mostly Buffalo).—The Women's Bureau is now completing a major survey of women's employment in 11 selected war industry areas. The study, which is based on interviews with the women workers in their homes, includes information on such matters as family responsibilities and postwar plans. Data so far collected in 5 areas show that over 90 percent of employed married women living in family households made regular contributions to family support. For three-fourths of the married women workers interviewed, such contributions amounted to one-half or more of their total take-home earnings.

One of the areas covered in the survey is Buffalo and Erie County, New York. This study shows the great majority of the married women workers in Erie County contribute regularly to maintenance of the family households. Of those with husbands present, more than 8 of 10 made regular contributions; 88 percent of these married women who contributed gave all their earnings to the household as compared with 44 percent of the widowed or divorced women or those with husbands absent and 23 percent of the single women who followed this practice. Ninety-five percent of the total take-home earnings of married women with husbands present were contributed to the family household.

The amount of money contributed was substantial and made a real difference in the standard of living of the families concerned. This is shown by the average weekly take-home earnings of women employed in Erie County after deductions are made for taxes, war bonds, and other purposes.

The wages that women as a class are able to earn, and hence the amount of money that married women can contribute to their families, are of course dependent on general wage levels for women and on women's opportunity for employment. Of great significance in Table

9 is the fact that women in essentially peacetime pursuits in Erie County - civilian manufacturing, laundries and stores - received weekly wages ranging from one-fourth to one-half less than women employed in war plants. In normal times the individual weekly earnings of most married women are not great, since a large proportion of them, as was demonstrated in a preceding section, are concentrated in unskilled low-wage industries. However, as was also demonstrated, the families of a great many married women have such low incomes from other sources that the meager weekly pay envelope contributed by the wife and mother is often literally indispensable to keep the family from the brink of want.

TABLE 8.—EXTENT OF WOMEN WORKERS' REGULAR CONTRIBUTIONS TO FAMILY OR RELATIVES, BUFFALO AND ERIE COUNTY, N. Y.[1]

Marital status	Women living in family household				Women living apart
	Percent of all women	Percent who contribute	Of those contributing percent who give all their earnings	Percent of earnings given	Percent who contribute
Total women....	96	94	43	68	27
Single............	99	99	23	55	—
Married, husband present..........	100	84	88	95	—
Married, husband absent (includes widowed and divorced)........	84	96	44	67	30

[1] Source: Women's Bureau Report on Postwar Employment Plans and Family Responsibilities and Additional Data, for Women Workers in Erie County, N. Y., 1944. (In process.)

TABLE 9.—AVERAGE WEEKLY TAKE-HOME EARNINGS OF WOMEN EMPLOYED IN SPECIFIED INDUSTRIES, BUFFALO AND ERIE COUNTY, N. Y., 1944[1]

Occupational group	Average earnings
Operatives—	
War plants..........................	$35.00
Aircraft..........................	37.90
Essential civilian manufacturing......	24.10
Clerical workers—	
War plants..........................	31.00
Aircraft..........................	33.10
Essential civilian manufacturing......	25.50
Laundry workers..........................	21.60
Store employees..........................	18.90

[1] See footnote to table 8.

Eighty percent of all the women interviewed in Erie County, and practically 60 percent of the married women with husbands present, plan to continue work after the war. In contrast, only 2 out of 5 service men's wives intended to keep on working after the war, a much smaller proportion than of other marital groups. This group is composed largely of younger women who may not yet have learned from experience that the average family cannot maintain an adequate standard of living on the earnings of just one wage earner.

TABLE 10.—SUPPORT RESPONSIBILITIES OF WOMEN PLANNING TO CONTINUE WORK, BY MARITAL STATUS, BUFFALO AND ERIE COUNTY, N. Y. [1]

Marital status	Women expecting to continue			Percent who must support—	
	Number	Percent of all of specified status	Percent distribution	Self	Others
Total women............	91,200	80	100	80	25
Single....................	54,900	98	60	94	20
Married, husband present...	18,200	59	20	34	23
Married, husband absent, in service...............	4,900	40	5	67	33
Married, husband absent, not in service (includes widowed and divorced).....	13,200	94	15	91	44

[1] See footnote to table 8.

Among married women who planned to continue work, the large proportion of those with husbands present were one of two earners in the family. About 7 percent of them, however, were the sole supporting earner, indicating that many Erie County women must work for the family upkeep because their husbands are unable to work at all.

TABLE 11.—NUMBER OF CONTRIBUTING EARNERS IN FAMILIES OF WOMEN PLANNING TO CONTINUE WORK, BUFFALO AND ERIE COUNTY, N. Y. [1]

Status as family earners	Total women		Marital status		
	Number	Percent	Single	Married, husband present	Married, husband absent, and widowed and divorced
Total............	86,700	100	53,700	18,200	14,800
			Percent distribution		
Sole contributing earner..............	9,900	11	7	7	34
One other earner.....	38,000	44	39	68	33
Two or more other earners............	35,100	41	53	14	28
Earners not contributing.............	3,700	4	1	11	5

[1] See footnote to table 8.

The Women's Bureau study clearly shows that notwithstanding the fact that many married women expect to retire from the labor force after the war, the number who will find it necessary to work will be considerably larger than in 1940. Plans for future employment must include these women as their own well being and the welfare of the community depends on it. The economic problems of an area can by no means be solved on the assumption that married women can leave the labor market, for in fact the families of many of them cannot afford to have them do so.

Other Women's Bureau studies.—Early evidence as to the financial responsibility of women workers for the support of others as presented in Women's Bureau Bulletin 75, published in 1929, "What the Wage-Earning Women Contributes to Family Support," and in Part I, Ch. 4, Women's Bureau Bulletin 155, published in 1937, "Women in the Economy of the United States." The latter bulletin contains selected data from 72 reports from various Government and private sources dealing with women workers' family responsibilities. Additional data are presented in Women's Bureau Bulletin 168, "Employed Women and Family Support," published in 1939. Attached as Exhibit V is a list of various Women's Bureau reports containing data on the responsibilities of employed women for family support, tabulated by marital status.

POINT 3

Though at common law the male wage earner had sole legal responsibility for family support, statutes have been enacted in some States imposing on the wife joint responsibility for the purchase of family necessaries.

Employed married women contribute regularly to the support of of their families not because the law requires it but because the welfare of the family is their first consideration. However, as has frequently been stated, law follows custom. The trend toward the increasing employment of married women outside their homes has been accompanied by statutory changes in some States. These are significant here because they show a growing public awareness of the importance of married women in the country's economic system and the value of their contributions to family support.

At common law the husband had sole responsibility for family support. Most States still follow the common law rule. However, in a number of States, statutes[7] have been enacted to place a certain amount of legal responsibility on the wife. Thus 19 States now make both parents jointly responsible for the support of their minor children: Arkansas, California, Colorado, Connecticut, Illinois, Iowa, Louisiana, Massachusetts, Minnesota, Montana, North Dakota, Oklahoma, Oregon, Pennsylvania, South Dakota, Utah, Washington, West Virginia, Wyoming. Some States make both parents criminally responsible. Among these are: California, New York, Utah, Vermont, Wyoming. Nine States make husband and wife mutually responsible for each other's support: California, Idaho, Montana, Nevada, New Mexico, North Dakota, Ohio, Oklahoma, and South Dakota. Full information concerning the legal responsibility of married women is attached as Exhibit VI. See also Women's Bureau Bulletin 157, "Legal Status of Women in the United States."

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[7] For citations, see Exhibit VI attached.

POINT 4

Maintenance of an employment policy which discriminates in hiring or tenure of employment against married women workers as a class violates inherent personal rights of individuals and is detrimental to the public welfare. It interferes with the right to work, results in restraint of freedom to marry, and threatens to increase the load on the public relief system.

The right to work.—One of the unenumerated rights implicit in the American system of Government is the right to work. Democratic government tries to safeguard for each individual the maximum amount of personal liberty, consistent with the rights of others. An important part of the concept of individual liberty is freedom to seek employment where the individual worker chooses.

The right to work, like other democratic rights, is often threatened. In the year 1939, 23 State legislatures introduced so-called married women bills, prohibiting the employment of a married woman, usually in public work, or if the husband earned a specified income. Not a single one of the bills passed. Public sentiment repudiated any such flagrant and unjust discrimination against married women workers.

Work is an outlet for talents and intelligence as well as a means of livelihood. Most persons need the satisfaction that comes from working at a paid job. Marital status does not necessarily change this basic human need. Modern methods of housekeeping have minimized the time necessary to do routine household tasks and many women find they have adequate time for outside employment, especially where there are no young children in the home. Not only the professions but for many persons, clerical and industrial work provide a creative outlet or an opportunity for self expression. The degree of satisfaction obtained depends not merely on the type of work but on the working conditions and the wages. Women in the clerical and kindred occupations, such as telephone, usually enjoy their jobs where they are reasonably well-paid. Employment policies that discriminate against married women deprive such women of a needed opportunity for self expression as well as of a money income which is contributed to family support.

The employer of course does not have a duty to hire any particular individual for a job. He does, however, have a social responsibility not to set up artificial restrictions against any one class of workers, barring them from permanent employment on grounds unrelated to their ability to do the job in question. An employment policy which refuses to give equality of opportunity to a large group of women simply on the grounds of marital status is essentially undemocratic and antisocial. Moreover, the knowledge that they have no seniority rights is bound to affect the morale of married women temporarily employed during the war and in consequence lower their efficiency. In a period of national emergency the effect of such a policy is so serious as to be a matter of Government concern.

Freedom to marry.—The right to marry is another of the unenumerated rights implicit in the democratic system of Government. Freedom to marry is both a personal and a social right. It is of vital importance to individuals to be able to start a home of their own, and it is also important to the State to have new homes established and family life set up.

The assumption that a woman can afford to stop working merely because she gets married is not today warranted by the facts. Frequently she cannot get married unless her earnings are available to start the new home. Often she has responsibilities to her parents which must be carried on regardless of her new social status. An employment policy that results in discharge of women on marriage is bound to result in postponement of plans for marriage or in some cases is their abandonment entirely. Such a practice is contrary to public policy and merits the strongest condemnation.

The potential public-relief burden.—The policy of discharging women on marriage increases the potential load on the public-relief system because it deprives women workers of the advantages of Federal old-age insurance and State unemployment compensation to which they should be entitled by reason of deductions from their wages.

One of the objectives that individuals seek to accomplish through employment is the accumulation of savings for old age. No worker wants to be dependent on the public-relief system in old age and it is to society's interest that he should not be so. Many wage earners do not earn enough to accomplish this purpose through their own efforts. It was for this reason that the Federal OASI program was set up, with the provision that a part of a worker's earnings should be deducted and set aside for his old age by the Government.

Women workers employed by the Upstate Telephone Company are subject to the same Federal old-age insurance deductions as employees of other companies. They do not, however, have job security, since they at once lose their jobs if they change from a single to a married status. For many women who are trained telephone operators it may be difficult to adjust to other employment. Denial of opportunity ir the work they are trained to do may mean only sporadic and infrequent attachment to the labor market. In such cases, discharge may prevent the accumulation of sufficient wage credits to become entitled to primary benefits due wage earners under the Federal Old-Age Insurance system. Secondary benefits, to which they may be entitled as wives or widows, are smaller in amount and do not compensate for loss of benefits based on taxes deducted from their own wages.

Under a number of State unemployment compensation laws, women who become unemployed because of marriage are disqualified for benefits. While a few State laws do not disqualify a woman worker unless she "voluntarily" gives up her job to marry, other laws deny benefits merely for "discontinuation of work because of marriage." In the latter group are Minnesota, Montana, Nebraska, Nevada, North Dakota, Ohio, South Dakota, and Wisconsin. In four States: Nebraska, Nevada, North Dakota, and Wyoming, the law provides that a woman whose employment is terminated because of marriage not only is disqualified to receive benefits during her current period of unemployment but loses all her wage credits accumulated prior to marriage. Two States expressly penalize a woman who marries in violation of an employer's rule not to employ married women and is discharged in consequence - Minnesota, by cancelling all wage credits earned for work with that employer and Wisconsin, by providing for cancellation, on the employer's notification, of all prior wage credits.

Consideration of our present social insurance systems makes it clearly apparent that the policy of discharging women on marriage not only interferes with a woman worker's personal and social right to marry but also tends to make her a potential recipient of public relief. The woman is not the only one to suffer because, as was previously demonstrated, without her earnings the entire family may be reduced to want.

POINT 5

Official data show that discrimination against married women is not the general practice in the telephone industry. An employment policy which discriminates against married women is not supported by accepted industrial practice and is not justified by the "spread the work" theory. The "spread the work" policy, if fairly applied, would require determination of individual need. However, future prosperity will be based not on spreading the work but on an economy of full employment.

A. Official Data.

Census data.—The Census of Population for 1940 reports 189,002 telephone operators as a group in the classification of women in clerical, sales, and kindred occupations. Slightly more than one-half, 52.5 percent, of the telephone operators were single; about one-third, 32.9 percent, were married living in the same household with their husbands; and the remaining group, 14.6 percent, were widowed, divorced or lived apart from their husbands. The single women and the married women with husbands present are reported by age groups. The telephone operators in the age groups under 25 are preponderantly single, but in the groups over 25 the proportions of single and married are quite similar. The proportions of telephone operators who were reported as married are greater than that of women making up the group as a whole in the clerical, sales, and kindred occupation.

TABLE 12.—MARITAL STATUS OF WOMEN EMPLOYED IN THE CLERICAL, SALES, AND KINDRED OCCUPATIONS AND AS TELEPHONE OPERATORS [1]

Marital status	Combined clerical, sales, and kindred group, including telephone operators	Telephone operators
Total number	3,156,982	189,002
	Percent distribution	
Single	58.9	52.5
Married - Husband present	29.3	32.9
Married - Husband absent	2.8	3.8
Widowed or divorced	9.0	10.8

[1] Source: U. S. Census, 1940, Population, Vol. III, Part I, table 68, p. 111.

Current Women's Bureau data.—A Nation-wide survey by the Women's Bureau of the telephone industry in six representative areas, for which field work was completed in 1944, is now in process of preparation in report form. The survey includes data from 6 telephone companies employing approximately 14,000 women as follows:

Chesapeake and Potomac of Baltimore City (Maryland)
Southern Bell Telephone & Telegraph Company (Georgia Division)
Mountain States Telephone & Telegraph Company (Colorado Division)
Southwestern Bell Telephone Company (Western Missouri & Kansas)
Illinois Bell Telephone Company (Illinois and Indiana)
Lexington Telephone Company (Kentucky)

Five companies were associates of the Bell Telephone system, while one, the Lexington Company, is a subsidiary of the General Telephone Company, as is the Upstate Telephone Company in New York.

In this survey the Women's Bureau obtained, in addition to other data, information concerning employment policies affecting married women. The Bell Telephone System, which employs more than 90 percent of all telephone workers in the United States, had no policies prejudicial to married women in the five associated companies surveyed. The Lexington Company, however, reported that for a number of years before the war a female employee was required to resign upon marriage, and married women, of course, were not hired. During the last few years this policy has been relaxed somewhat and former employees though married have been called back to help out for the war period, but they were regarded merely as temporary employees for the duration of the emergency. The effect of this policy was reflected in the proportion of total married women employed in operating and clerical groups, 24 percent in the Lexington Company as compared with 37 percent in the Bell System companies. In other words, the proportion of married women is approximately 50 percent higher in the Bell System.

Since a large proportion of the women over 25 available for employment are married, an employer by cutting out the married women tends to increase turnover and have a high proportion of young inexperienced women. Training programs in the telephone industry are highly developed both for the student and for the operator in the first years on the job, necessitating thorough coaching to attain skill and all around performance. To remove workers who have been trained to their full skill is wasteful both for the industry and for the worker. Furthermore, since long wage progression periods are customary in the telephone industry to reach maximum rates of pay, the discharge of women on marriage denies women workers the opportunity to acquire seniority and to obtain better earnings. The net effect, of course, is to depress the nominal wage scale.

The Upstate Telephone Company also has its own pension system, but denies pension rights to married women employed during the war. Limitation of pension rights to single women is of course advantageous to the company, as only a small proportion of women employees can ever become entitled to a pension. Obviously the company is under no legal obligation to maintain any pension plan for its employees. However, where such a policy is maintained wage rates are usually adjusted accordingly; hence there would seem to be no justification for dismissing women on marriage and thus keeping the number of recipients to a minimum.

Industrial practice elsewhere.—With the increasing number of married women in industry and the acceptance of their need and right to work, the policy of requiring women to resign automatically on marriage is obsolete and is not a customary practice with progressive employers. The most recent study of managerial attitudes toward the employment of women after marriage was made by the National Industrial Conference Board in 1939. This study showed that in 90 percent of the companies plant workers and in 74 percent office workers were permitted or even encouraged to continue work after marriage.[8] Many executives expressed the belief that the intrusion of an employer in the private affairs of employees such as marriage was not justified and they were convinced that no social gains were attained by forcing women to retire from their jobs on marriage.

B. Future Employment Policy

The "spread-the-work" theory.—The policy of depriving married women of an opportunity to work is based on the theory that the unemployment problem would be solved if only married women would stay in their homes. Such a philosophy overlooks the fact that the country has passed beyond pioneer days. At that time women worked in the home to bake the bread their families ate and make the clothes their families wore. Since then those functions have moved from the home into factories, stores, and service establishments. When jobs were taken out of the home, women followed them into industry.

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[8] "The Management Record" October 1939, National Industrial Conference Board, 247 Park Avenue, New York, N. Y.

Discrimination against married women is not justified on the ground that it "spreads the work" to discharge women whose husbands are working. If a philosophy is adopted that jobs be given on the basis of need, it should apply to all persons who do not need to work - single women with families who can support them, married men with private incomes, single men with other sources of revenue. A classification based on marriage is unrealistic because there is no correlation between marital status on the one hand, and the need for earnings, on the other. Marriage these days is no open sesame to high or even adequate standards of living.

The experience of the 30's proved the fallacy of the "spread the work" theory in this country. The work was spread very thin, earnings of workers decreased, the demand for goods declined, more and more workers were out of employment, and entire families faced actual starvation. Postwar prosperity demands the opposite of this policy - jobs for all who want to work.

Full employment.—The welfare of the entire country, the well-being and happiness of all its citizens, is predicated after the war on opportunity for useful and regular employment for all persons who want to work. A program of full employment is essential to achieve the greatest possible production of goods and services, to maintain a high level of purchasing power, and to raise the standard of living of the average family to a "health and decency" level.

In the establishment of a sound national economy, it is essential that women be given the same consideration as other workers. The historical development of women's employment shows that women workers are a permanent and constantly increasing part of the labor force. Economic pressure and responsibility for the maintenance of themselves and others require that many women seek and find paid jobs.

The practice of refusing to hire married women and of denying job security to women employees who marry discriminates against women as a class. Such discrimination results not in putting women back in their homes but in forcing them to accept jobs at low wage rates and under undesirable working conditions. Discrimination against women tends, therefore, to depress wage rates generally and to break down labor standards. In the final analysis such an employment practice is detrimental to the entire country because its ultimate effect is to decrease purchasing power, reduce consumption of goods, and in consequence to deprive other workers of jobs.

Conclusion.—It has been demonstrated that the practice of discriminating against women workers on the ground of marital status denies the means of livelihood to a large and important group of workers, that it is socially undesirable and economically unsound, and that it threatens seriously to interfere with the development of a sound national economy. The Women's Bureau urges the National War Labor Board to direct the elimination of this discriminatory practice.

EXHIBIT I

Number of Women in the Labor Force, [1] *Percent They Constitute of All Persons in the Labor Force* [1] *and of All Women of Working Age, 1870-1945* [2]

Year	Women in the labor force [1] [2]		
	Number	Percent of all persons in the labor force	Percent of all women of working age
1945 [3]	17,940,000	34.7	34.0
1944 [3]	16,880,000	32.9	32.3
1940	12,845,259	24.3	25.4
1930 [4]	10,679,048	22.0	24.3
1930 [5]	10,752,116	22.0	22.0
1920	8,636,512	20.4	21.4
1910	7,444,787	19.9	21.5
1900	5,319,397	18.3	18.8
1890	4,005,532	17.2	17.4
1880	2,647,157	15.2	14.7
1870	1,917,446	14.8	13.3

[1] "Gainfully occupied," 1870-1930; "in the labor force," 1940, 1944, and 1945.

[2] Figures before 1930 are for persons 10 years old and over; figures for 1940, 1944, and 1945 are for persons 14 years old and over; both these age groups are shown for 1930.

Source: U. S. Census, 1940, Population: Data for 1870-1930 are corrected figures from Comparative Occupation Statistics for the United States, 1870-1940, Table XIV, p. 91; data for 1940 from Vol. III, Part 1, Table 1, p. 3. Data for 1944 and 1945 from Bureau of the Census, Monthly Report on the Labor Force.

[3] Estimated civilian labor force, and population for March.

[4] 14 years old and over.

[5] 10 years old and over.

EXHIBIT II

Marital Status of the Woman Population of the United States, 1890 to 1944 [1]

Year	Number of women by marital status				Percent distribution of women by marital status			
	Total	Single [2]	Married	Widowed and divorced	Total	Single [2]	Married	Widowed and divorced
1944 (March)....	52,320,000	13,110,000	32,490,000	6,720,000	100.0	25.1	62.1	12.8
1940 [3]	50,549,176	13,939,386	30,087,135	6,522,655	100.0	27.6	59.5	12.9
1940 [4]	49,361,562	12,751,772	30,087,135	6,522,655	100.0	25.8	61.0	13.2
1930	42,837,149	11,359,038	26,170,756	5,307,355	100.0	26.5	61.1	12.4
1920	35,177,515	9,667,653	21,318,933	4,190,929	100.0	27.5	60.6	11.9
1910	30,047,325	9,001,342	17,684,687	3,361,296	100.0	29.9	58.9	11.2
1900	24,249,191	7,606,772	13,810,057	2,832,362	100.0	31.4	57.0	11.7
1890	19,602,178	6,250,912	11,124,785	2,226,481	100.0	31.9	56.8	11.4

[1] Data for 1890 to 1930 are for the woman population 15 years old and over; data for 1944 are for the woman population 14 years old and over; both these groups are shown for 1940.

Source: 1944 data, U. S. Department of Labor, Women's Bureau, Special Bulletin 20, p. 22; 1890 to 1940 data, U. S. Census, 1940, Population, Vol. IV, Table 5, p. 16 and Table 2, p. 9.

[2] 1890 to 1930 figures include unknown with single.

[3] 14 years old and over.

[4] 15 years old and over.

EXHIBIT III

Marital Status of Women 14 Years Old and Over in the Labor Force or Gainfully Occupied

Marital status	1944 [1] (March)	1940 [2]	1920 [3]	1900 [3]
	Number of women			
Total..............	16,880,000	12,845,259	8,429,707	5,114,000
Married.................	7,460,000	4,560,835	1,920,281	769,477
Single [4]	7,230,000	6,349,474	6,509,426	3,424,082
Widowed and divorced....	2,180,000	1,934,950		920,441
	Percent distribution			
Total..............	100.0	100.0	100.0	100.0
Married.................	44.2	35.5	22.8	15.0
Single [4]	42.8	49.4	77.2	67.0
Widowed and divorced....	12.9	15.1		18.0

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[1] Source: U. S. Department of Labor, Women's Bureau, Special Bulletin 20, Table 11, p. 29.

[2] Source: U. S. Census, 1940, Population, Vol. III, Part 1, Table 9, p. 26.

[3] Source: U. S. Census, 1930, Population, Vol. V, Table 1, p. 272, and Table 6, p. 347; and 1940, Population, Comparative Occupation Statistics for the United States, 1870 to 1940, Table II, p. 13.

In 1920 and 1900 marital status is reported for gainfully occupied women 15 years old and over. Girls 14 years old are assumed to be single. 1900 figures are partly estimated.

[4] 1900 and 1920 figures include unknown with single.

EXHIBIT IV

Persons Who Were Wage or Salary Workers (Except on Emergency Work) in March 1940, by Wage or Salary Income in 1939, for the United States [1]

Wage or salary income in 1939	Wage or salary workers (except on emergency work), March 1940		Percent distribution	
	Total	Male	Total	Male
Total with wage or salary income	34,762,300	25,183,880	100.0	100.0
$1 to $99	1,277,280	606,340	3.7	2.4
$100 to $199	2,203,520	1,235,580	6.3	4.9
$200 to $399	4,430,840	2,783,960	12.7	11.1
$400 to $599	3,889,380	2,460,600	11.2	9.8
$600 to $799	4,241,880	2,690,840	12.2	10.7
$800 to $999	3,472,840	2,368,500	10.0	9.4
$1,000 to $1,999	3,110,120	2,368,320	8.9	9.4
$1,200 and over	12,136,440	10,659,740	35.0	42.3

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[1] Source: U. S. Census, 1940, Population, The Labor Force (sample statistics), Wage or Salary Income in 1939, Table VII, p. 7.

EXHIBIT V

Women's Bureau Bulletins Containing Information on the Responsibility of Employed Women for Family Support

BULLETIN NO.	PUBLICATION DATE	TITLE
74	1930	The Immigrant Woman and Her Job.
75	1929	What the Wage-Earning Woman Contributes to Family Support.
77	1929	A Study of Two Groups of Denver Married Women Applying for Jobs.
78	1930	A Survey of Laundries and Their Women Workers in 23 Cities.
88	1932	The Employment of Women in Slaughtering and Meat Packing.
92	1932	Wage-Earning Women and the Industrial Conditions of 1930: A Survey of South Bend.
117	1934	The Age Factor as it Relates to Women in Business and the Professions.
134	1935	Summaries of Studies on the Economic Status of Women.
148	1936	The Employed Woman Homemaker in the United States: Her Responsibility for Family Support.
155	1937	Women in the Economy of the United States of America.
164	1938	Women in Industry: A Series of Papers to Aid Study Groups.
168	1939	Employed Women and Family Support.
170	1939	The Economic Status of University Women.
183	1941	Women Workers in Their Family Environment.

EXHIBIT VI

Statutory Liability of Married Women for Family Expenses

A. Civil provisions—

(1) Family necessaries and support of minor children: (19 States)

Arkansas	Pope's Digest (1937)	Sec. 6206.
California	Deering's Civil Code (1937)	Sec. 196.
Colorado	Statutes Annotated (1935)	Ch. 83, sec. 10.
Connecticut	General Statutes (Rev. 1930)	Sec. 5157. Supp. 1935, s. 1596c.

Illinois	Revised Statutes (1935)	Ch. 68, sec. 15.
Iowa	Code (1935)	Sec. 10459.
Louisiana	Dart's Civil Code (1932)	Art. 2435.
Massachusetts	General Laws (1932)	Ch. 209, sec. 7.
Minnesota	Mason's Statutes (1927)	Sec. 8620.
Montana	Revised Codes (1935)	Secs. 5790,5784, 5833.
North Dakota	Compiled Laws (1913)	Sec. 4423, Supp., Sec. 4414.
Oklahoma	Statutes (1931)	Sec. 1684.
Oregon	Code Annotated (1930)	Sec. 33-206.
Pennsylvania	Purdon's Statutes (1936)	T. 48, sec. 116.
South Dakota	Compiled Laws (1929)	Sec. 175.
Utah	Revised Statutes (1933)	Sec. 40-2-9.
Washington	Remington's Revised Stats. '32	Sec. 6906.
West Virginia	Michie's Code (1937)	Sec. 4752
Wyoming	Revised Statutes (1931)	Sec. 69-101.

(2) Support of husband—if living with wife, is without property, and is infirm.

California -	Deering Civil Code (1937)	Sec. 176.
Idaho	Code Annotated (1932)	Sec. 31-916.
Montana	Revised Codes (1935)	Sec. 5802.
Nevada	Hillyer's Compiled Laws (1929)	Sec. 3378.
New Mexico	Statutes Annotated (1929)	Sec. 68-105.
North Dakota	Compiled Laws (1913)	Sec. 4409.
Ohio	Baldwin's Revised Annotated Code (1936)	Sec. 7995.
Oklahoma	Statutes (1931)	Sec. 1653.
South Dakota	Compiled Laws (1929)	Sec. 169.

(3) Support of poor relatives:

Some States declare the liability for support of poor relatives by persons within named degrees of kinship, if of sufficient ability to help them.

NEW YORK STATE has the following provision:

"The husband, *wife*, father, *mother*, *grandparent*, *child* or *grandchild* of a recipient of public assistance or care *or of a person liable to become in need thereof* shall, if of sufficient ability, be responsible for the support of such person. *Stepparents* shall in like manner be responsible for the support of minor stepchildren." (Emphasis added). 1940 Laws, ch. 619, Sec. 101.

Method of enforcement - bond requirements - Idem, Sec. 102.

B. Penal provisions—

Several States have penal provisions applicable to both parents for abandonment of their minor children or failure to provide for them. Among these States are:

California	Penal Code (1937)	Sec. 270.
NEW YORK*	Penal Law	Ch. 41, Sec. 480.
Utah	Revised Statutes (1933)	Sec. 103-13-1.
Vermont	Public Laws (1933)	Sec. 3091.
Wyoming	Revised Statutes (1931)	Sec. 32-227.

* NEW YORK'S statute provided that "A parent or other person charged with the care or custody for nurture or education of a child under the age of 16 years, who abandons the child in destitute circumstances and wilfully omits to furnish necessary and proper food, clothing, or shelter for such child is guilty of felony." Violator is subject to imprisonment or fine or both.

EXHIBIT VII

Employment of Telephone Operators by Marital Status [1]

Women by marital status and age	Telephone operators	
	Number	Percent distribution
Total women	189,002	100.0
Single - Total	99,278	52.5
14 to 24	42,776	22.6
25 to 34	31,221	16.5
35 to 44	16,604	8.8
45 and over	8,677	4.6
Married - Total - Husband present	62,137	32.9
14 to 24	8,116	4.3
25 to 34	29,733	15.7
35 to 44	17,863	9.5
45 and over	6,425	3.4
Married - Husband absent	7,111	3.8
Widowed or divorced	20,476	10.8

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[1] U. S. Census, 1940, Population, Vol. III, Part I, Table 68, p. 111.

NWLB- WAGE DIFFERENTIALS

Files
9

September 27, 1945

Dean Lloyd K. Garrison
National War Labor Board
U. S. Department of Labor
Washington 25, D. C.

My dear Dean Garrison:

The General Electric and Westinghouse cases now before the War Labor Board have put emphasis on a question of wage determination not previously considered by the Board, namely the relation of differences in the "employment patterns" of men and women to the money evaluation put on the work of men and women.

In answer to your request for information on absenteeism among men and women, we are enclosing two reports issued by the Women's Bureau on this subject in 1943 and 1944. These reports summarize the results of a few recent studies concerning absentee rates, but point out that no complete country-wide statistical data are available. Moreover, these wartime studies do not offer any basis for conclusions regarding peacetime conditions.

The particular degree of differences between the absentee rates of men and women does not, however, seem to us the important issue. These differences relate to individuals not to job content. They may be taken into account in defining the eligibility requirements for assigning or promoting individual workers to particular jobs or in determining the merit pay increases to be given to individuals, but should not be used to establish sex differentials in rates for particular jobs.

As we have pointed out in a statement already submitted to the Board regarding these cases, discrimination against women in determining wage rates results in lower standards of living, tends to depress all wage rates and increases industrial unrest. In view of the recent developments in these cases, we feel that the Board should not only insist upon the establishment and continued use of the principle of "rate for the job" based solely on job content, without regard to the sex of the workers on particular jobs, but should specifically define the principle so that there is a general appreciation of the fact that historical differentials based on the "employment patterns" of women as distinct from men are inconsistent with this principle.

We feel that a clear statement from the Board on this issue would greatly contribute to the sound adjustment of wage rates in this postwar period.

Sincerely yours,

Frieda S. Miller,
Director

FM:CW:pac

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NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON, D. C.

OFFICE OF THE CHAIRMAN

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

September 20, 1945

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

I have your letter of September 14, 1945, in which you point out that the question of sex discrimination in pay has been raised by the union in the General Electric and the Westinghouse cases pending before the Board. You urge that the Board's determination of those cases should provide that job rates should be based on an objective evaluation of individual jobs without regard to the sex of the worker customarily employed for the work and that the practice of separate job and rate sheets for men and women should be abolished.

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est assured that they have been brought
f the public members of the Board who will
e cases.

Very truly yours,

George W. Taylor
George W. Taylor
Chairman

269

FOR VICTORY
BUY
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WAR
BONDS
AND
STAMPS

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON, D. C.

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Permit me to thank you for your observation in the matter. You may rest assured that they have been brought to the attention of the public members of the Board who will be sitting on these cases.

Very truly yours,

George W. Taylor
George W. Taylor
Chairman

Files

[illegible]

September 14, 1945

Mr. George W. Taylor, Chairman
National War Labor Board
Washington 25, D. C.

Dear Mr. Taylor:

The Women's Bureau, in its efforts to carry out its legal mandate to "promote the welfare of wage earning women," has had, throughout its existence, a serious concern with the low levels of women's wages which have prevailed in many industries, and with the serious effect of these on the standards of living of women workers and their families and on certain other aspects of this country's economy.

Many of these low wages for women represent discrimination against women and have developed because of traditional and historical ideas as to women's skills and work. Such discrimination occurs both where men and women are doing similar work and where they are on jobs that differ but require comparable skills. These wage differences can and should be corrected.

The question of sex discrimination in pay has been raised by the union in the General Electric and the Westinghouse cases now before the Board. We hope that the Board will review the issue of wage discrimination against women in these cases and see its way clear to eliminating such practices.

We feel that the Board should urge and, if necessary, order a provision as part of the agreement between these companies and the United Electrical Radio and Machine Workers to the effect that jobs rates should be based on an objective evaluation of individual jobs without regard to the sex of the worker customarily employed for the work, and that there should not be separate job and rate sheets for men and women. Such action by the Board would significantly help to bring about wage adjustments in this post-war period that will contribute to national welfare.

We are preparing and will shortly submit for the Board's consideration and as a part of the record in these cases, a statement as to Differentials in Pay for Women in support of our position.

Very sincerely yours,

Frieda S. Miller,
Director

FSM:MEP:pco

File
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Mr. Sherman, Assistant Solicitor September 14, 1945

Frieda S. Miller

Cases in which National War Labor Board directed changes in the plant rate structure to eliminate or reduce wage discriminations against women.

Attached are citations and notes on selected NWLB cases which serve to illustrate the points we discussed at our meeting yesterday.

FSM:AA:IS

Aircraft Industry

Goodyear Aircraft Corporation and
United Automobile Workers, CIO

National War Labor Board Release
B-1833, November 16, 1944

Case No. 111-1004-D
5-8119
46-124

The Board directed extensive changes in the plant rate structure, including adjustments in the rate ranges for approximately three-fourths of the job classifications. The Board stated: "In a number of instances job classifications have been combined in such a way as to bring the rates for women's jobs up to the rates paid to men for similar work."

The National Airframe Panel established labor grades on March 3, 1943 and made them uniformly applicable throughout the industry. Attached BLS Bulletin 790 describes the method by which this was done and sets up the grades. It also gives the classification plan of the N.E.M.A. which sets up specified labor grades in which sex discrimination was eliminated. (page 23)

Meat Packing Industry

National War Labor Board Releases -
B 1962 A - March 31, 1945
" B - May 23, 1945
" C - June 5, 1945
" E - June 17, 1945
" G - July 30, 1945

In matter of Case No. 111--5544-D Swift and Company
111--5760-D Armour and Company
111--6000-D Wilson and Company
111--5763-D Cudahy Packing Company

The National War Labor Board appointed a meat packing commission to settle any wage rate inequality issues remaining after the parties had negotiated, and also to approve or disapprove, subject to the Board's right of review, any wage agreements arrived at by the parties. At first the commission's jurisdiction was restricted to 5 packers and the 3 unions with which they had agreements but later it was extended to the industry as a whole where operations are comparable to those of 5.

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Case 111 - 4455-D

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* * * *

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American Viscose Corporation and Textile
Workers' of America, CIO

Case No. 111-9751-D, May 1, 1945

Report and Recommendations of the Panel

The union requested that the differential between men's and women's rates be narrowed. Male common labor received 73 cents an hour while female labor was hired at 51 cents an hour with progression to 57 cents an hour at the end of the year. Also, women on semi-skilled operations had the same base rate as common labor 57 cents while men on semiskilled operations were paid well above 73 cents an hour.

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The panel recommended that female job classifications should be adjusted to a top day rate of 62 cents for common labor and that the piece rates of semiskilled female classifications should be adjusted to attain an average of 74 cents an hour. Also, women's rates in several other departments were increased 5 cents while no increase was applied to the men. Men's rates on these classifications were not increased, and the gap between rates' classifications was reduced five cents or more an hour.

Shipbuilding Industry

On May 16, 1942, the National Shipbuilding Conference negotiated a wage rate for standard first class skilled mechanics throughout the industry, abolishing existing differentials between and within zones. Attached Women's Bureau Bulletin 192-6 "Shipyards" shows that women were employed in shipyards in jobs that reasonably were classified as mechanics - WLB Release 2-13290, July 19, 1942.

✓ Plunkett

Angus

269

September 14, 1945

Mr. George W. Taylor, Chairman
National War Labor Board
Washington 25, D. C.

Dear Mr. Taylor:

The Women's Bureau, in its efforts to carry out its legal mandate to "promote the welfare of wage earning women," has had, throughout its existence, a serious concern with the low levels of women's wages which have prevailed in many industries, and with the serious effect of these on the standards of living of women workers and their families and on certain other aspects of this country's economy.

Many of these low wages for women represent discrimination against women and have developed because of traditional and historical ideas as to women's skills and work. Such discrimination occurs both where men and women are doing similar work and where they are on jobs that differ but require comparable skills. These wage differences can and should be corrected.

The question of sex discrimination in pay has been raised by the union in the General Electric and the Westinghouse cases now before the Board. We hope that the Board will review the issue of wage discrimination against women in these cases and see its way clear to eliminating such practices.

We feel that the Board should urge and, if necessary, order a provision as part of the agreement between these companies and the United Electrical Radio and Machine Workers to the effect that jobs rates should be based on an objective evaluation of individual jobs without regard to the sex of the worker customarily employed for the work, and that there should not be separate job and rate sheets for men and women. Such action by the Board would significantly help to bring about wage adjustments in this post-war period that will contribute to national welfare.

We are preparing and will shortly submit for the Board's consideration and as a part of the record in these cases, a statement as to Differentials in Pay for Women in support of our position.

Very sincerely yours,

Frieda S. Miller,
Director

FSM:MEP:pao

REGIONAL WAR LABOR BOARD - III
21 South Twelfth Street
Philadelphia, 7, Penna.

August 23, 1943

Hon. William H. Davis
Chairman
National War Labor Board
Washington, D. C.

My dear Chairman Davis:

Your letter of August 20th, with its enclosed memorandum from Director Mary Anderson of the Women's Bureau, raises a good many problems. I would like now to give you a few comments of my own on the memorandum, and then pass both the memorandum and my comments to our Wage Stabilization Division for a more careful analysis. I hope to be able to send you the results of this more careful consideration by the middle of next week.

As you might imagine, the problem is one which was given serious thought by our Regional Board, and it was only with great reluctance that we concluded that it would be necessary to establish brackets which might appear to reflect a differential between men and women doing at least roughly comparable work.

The first notion that such a situation should be recognized in setting brackets came from the Bureau of Labor Statistics. Acting on the basis of carefully worked out job descriptions, the Bureau of Labor Statistics people apparently concluded that it was not possible to describe accurately certain jobs without taking account of the fact that normally they were performed by women rather than men. The first time that the problem really came up before our Board, I believe, was in connection with brackets for bank tellers in Pittsburgh. As soon as the staff presented to the bracket-setting quorum of the Board the data indicating a difference between rates for so-called female tellers and rates for so-called male tellers, the question arose as to whether, in view of General Order 16, it would not be essential to set a single bracket. Assuming that such a single bracket were set, lumping men and women together, it would almost necessarily follow that a bracket minimum would be set at the levels normally prevailing for the so-called female tellers. This would result in a bracket minimum rate far below anything being paid to men working as bank tellers, and would automatically preclude the approval of any increases for men working as bank tellers.

Of course, it might have been possible for the Board simply to disregard the rates being paid to women performing work as bank tellers in establishing the bracket. We did not conceive, however, that this was the practical method of operation under the May 12 Order, since that Order quite clearly contemplates the analysis of an existing situation and not an ideal situation in the determination of what are brackets of sound and tested going rates. The difference between male and female bank tellers actually is quite pronounced, and in Washington, D. C., for example, the differential is 24 cents: women receiving $.73 and men $.97 per hour at the respective minima. The same differential prevails in Philadelphia, Pittsburgh, and Baltimore.

Another possible method of handling the problem, of course, would be to establish two sets of brackets, but label them Grade I and Grade II. This practice apparently has been adopted in other Regions and does not seem unacceptable to Miss Anderson. Unless you disagree, I would be inclined to adopt the same technique and will so recommend to our Regional Board.

At the same time, it does seem that Miss Anderson takes an unduly pessimistic view of the implications of the announcement of brackets set by this Board. There is nothing in the establishment of the brackets which in any way interferes with the normal operation of General Order 16. In the hypothetical case mentioned by Miss Anderson, where an employer pays men and women $25 for the same job, and is permitted to raise the men to $31, he could certainly do the same for the women. So too, where a woman is engaged to replace a man who has been paid at a higher rate, there is no reason why the employer cannot hire a woman at the same rate that he paid to the man who had previously done the same work.

In any event, we shall promptly consider the matter of changing our job descriptions so as to eliminate any odor of discrimination against the fairer sex. You will doubtless hear from us on this early next week.

Best personal regards.

Sincerely yours,

Sylvester Garrett
Chairman

SG:org

P.S. The original of Miss Anderson's memorandum will be sent you with our further reply next week.
SG

NATIONAL WAR LABOR BOARD
WASHINGTON

OFFICE OF THE CHAIRMAN

September 1, 1943

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Miss Mary Anderson, Director,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

There is attached for your information a copy of a letter which I have received from Mr. Sylvester Garrett, Chairman of the Third Regional War Labor Board, together with a copy of my reply.

Sincerely yours,

William H Davis
William H. Davis,
Chairman

Attachment:

WOMEN'S BUREAU
DEPARTMENT OF LABOR

September 1, 1943

Mr. Sylvester Garrett, Chairman,
Regional War Labor Board, III,
21 South Twelfth Street,
Philadelphia 7, Pennsylvania.

Dear Mr. Garrett:

Please accept my thanks for your letter of August 26, about the memorandum from Director Mary Anderson of the Women's Bureau.

By the time you get into my hands the comments of your Wage Stabilization Division, I hope to have comments from our Wage Stabilization Division as to the extent to which the same problem has arisen in other regions, and what their views are.

I think the question raised by Miss Anderson is one that should be answered the same way in the work of all the regions and that it, therefore, requires a determination by the National Board.

Cordially yours,

William H. Davis,
Chairman

WHDAVIS:lgj

Files 269

August 20, 1943.

To: Hon. William H. Davis,
Chairman, National War Labor Board

From: Mary Anderson,
Director, Women's Bureau

Subject: Sex Differentials in "Minimum Sound and Stabilized Rates" established by Regional War Labor Board-III.

My attention has been called to a series of recent announcements by Regional War Labor Board-III, setting "minimum sound and stabilized rates" for certain industries and occupations in the Philadelphia area. According to these announcements, job classifications for some occupations have apparently been set solely on the basis of the worker's sex, without regard to differences in job content. Where the worker's sex is the sole basis for the wage rate, in all but one instance 1/ the "minimum stabilized rate" for women is lower than that for men.

The announcements I have reference to particularly are those for the Bank Industry, in Philadelphia (Release #3SR-4, dated August 12, 1943) and those for the Clerical Occupations in Philadelphia, Pittsburgh, and Baltimore (Release #3SR-1, dated August 5, 1943). A similar practice is followed in the rates set for the Paper Tube Industry, Philadelphia. (Release #3SR-14, dated August 13, 1943.)

Release #3SR-4 for the Bank Industry set the following rates only:

Occupation	Cents per hour
Receiving and paying teller, female	.62
Receiving and paying teller, male	.92

Release #3SR-1 for the Clerical Occupations sets some rates by the worker's sex, and other rates by job content. In a few cases, job rates in which the worker's sex is not specified are so closely tied up with job rates set by sex that the application intended is doubtful. This release provides in part:

Occupations	Philadelphia, Pittsburgh, Baltimore
Accounting clerk - female	$23 per week
Accounting clerk - male	31
Bookkeeper - female	22
Bookkeeper - male	35
Assistant bookkeeper	21
Clerk, Jr.	18
Clerk, Sr. - male	31.

1/ In the Clerical Occupations, the rates for "office girl" and "office boy" are the same - $16 a week.

It will be seen from the announcement for the bank industry, that the Regional Board has set up two job classifications for teller - not "first grade" and "second grade" or "junior" and "senior", which would reflect job content, or "experienced" and "inexperienced", which would reflect the worker's training and qualifications - but "male" and "female", which designate only the worker's sex. Apparently the minimum stabilized rate for any male teller, by virtue of his sex alone, is 92 cents an hour ($36.80 for a 40 hour week), without regard to the duties of the job or his personal qualifications. The corresponding rate for any female teller is 62 cents an hour ($24.80 for a 40 hour week), even though she may perform the same duties as the man and possess superior training and qualifications.

In the announcement of wage rates for the clerical occupations, no consistent basis of job classification is followed. Secretaries, stenographers, typists, and operators of various kinds of office machines, are designated as "junior" and "senior", thus permitting workers in these occupations to be classified according to the duties of the job, rather than by sex. Conceivably, in these occupations, a woman stenographer might be classified in the senior grade and a man stenographer in the junior grade, or vice versa.

In contrast, the occupations of bookkeeper, accounting clerk, and senior clerk, are classified solely on the basis of the worker's sex. This apparently means that the minimum stabilized rate for any accounting clerk who is a woman is $23 a week, while the rate for any accounting clerk who is a man is $31 a week, without regard to the duties of either job. In the bookkeeper classification, an anomalous situation exists, due to the fact that the minimum stabilized rate for any assistant bookkeeper, whether a man or a woman, is $21 a week, but in the next step higher, the minimum stabilized rate for a bookkeeper who is a male is $35 a week, while the rate for a bookkeeper who is a female is $22 a week. In other words, the rate for a fully qualified male bookkeeper is $14 a week higher than the rate for an assistant male bookkeeper, while the rate for a fully qualified female bookkeeper is only $1 a week higher than the rate for an assistant female bookkeeper.

The Women's Bureau takes the position that wage rates should be set by the job, irrespective of the sex of the worker. This is the only system of job classification which is both fair to the workers affected and economically sound. It is a matter of common knowledge that the practice of setting "men's rates" and "women's rates" was resorted by a few employers in periods of labor surplus as a means of cutting labor costs by hiring workers with weaker bargaining power. Labor organizations have long recognized it to be a device for undercutting the wages of men, and as such they are unalterably opposed to it. With its unsavory history and unethical purpose, the practice of setting wage rates by sex surely is not one which recommends itself to a Government agency in a period of labor scarcity.

Without wishing to criticize in any way the policies of the Regional Board in Philadelphia, I am at a loss to understand the factual basis for the establishment "minimum sound and stabilized rates" on a sex basis. Even assuming that a survey of job rates paid clerical workers in that area showed that men bookkeepers on the whole were paid higher rates than women bookkeepers, it can be demonstrated as a matter of actual practice that many of the higher-paid jobs in the area are held by women. A survey by the Women's Bureau of office workers in Phila. in 1940 showed that while the average monthly salary of all women accounting clerks was $100 for women as compared with $140 for men, 49.8 per cent, or practically half, of the women accounting clerks surveyed earned over $100 a month. 20.4 per cent, or one-fifth, of the women earned $125 a month or more. These figures are significant because they indicate that employers in the Philadelphia area in actual practice pay women accounting clerks according to the duties of their job, not according to a scale of "women's rates" and "men's rates".

The practice of setting job classifications on a sex basis also seems to me to be contrary to the established policy of the National War Labor Board. In the Norma Hoffman Bearings Corporation case, the Brown and Sharpe case, and the General Motors case, the National War Labor Board declared itself in favor of the principle of "equal pay" for women, and it has followed this policy in a long line of subsequent decisions. More recently, in the case of Bendix Products Division of Bendix Aviation Corporation and United Automobile Workers, CIO, (Case No. 814, dated July 27, 1943) the Board stated:

> "What is obviously needed in this situation is a reevaluation of job classifications on the basis of job content. The job classifications should not be divided on the basis of male and of female classifications. They should be evaluated on the basis of skill, effort and job content and classified into various grades of work with appropriate rates for each classification. The rates for each type of job should be made available to every employee on the job whether male or female. In other words, the female classifications for all departments should be eliminated as such."

Finally, it seems to me that application of the sex classifications promulgated by the Philadelphia Regional Board will lead to endless confusion in practice, if allowed to stand. The Regional Board has stated in its release that these minimum rates will be used as criteria in passing on applications from employers for increases in wage rates. All of the releases we have received to date contain the statement that "adjustments above the established minimum rates are not permissible except in accordance with the Little Steel formula or in rare and unusual cases where the vital needs of war production require setting higher rates." Does this statementmean, for example, that if an employer who has been paying both male and female accountants $25 a week applies for an increase, the Regional Board will be able to grant increases for male accountants up to $31 a week but will grant no increases in the rates of female accountants. In situations of this kind, the Regional Board appears to be committed to a policy of creating sex differentials in plants where none existed before.

The Women's Bureau field representative in Philadelphia, who is in constant touch with employers and advises with them on all problems relating to the employment of women, has raised the question of how the "minimum sound and stabilized rates" are to be applied where a woman replaces a man on the same job. A firm which has customarily employed a force of men bookkeepers at $30 a week, for example, finds it necessary to replace them with women bookkeepers. We assume that the women will take over all the duties of the job and that they have all of the necessary qualifications except the irrelevant one of sex. Will the firm be permitted to classify the women so employed as "men bookkeepers" andpay them the rate that customarily goes with the job, or will they be bound by the literal meaning of the job classification, and thus be required to pay women bookkeepers $22 a week solely by reason of their sex, without regard to the duties they will perform?

A third question which presents itself is the relation between sex differentials established by the "minimum sound and stabilized rates", and the National War Labor Board's General Order #16. We were advised by the National Board on May 28 that General Order #16 is still in full force and effect. General Order #16 permits employers without prior Board approval to equalize women's rates with men's rates, where they perform comparable work. The Regional Board's announcement not only sets sex differentials but states that employers are not permitted to raise rates to the "minimum sound rates" without first applying for and obtaining Board approval. Where such application is made, the Board apparently has no choice but to approve a lower rate for women than for men. If the Board raises the rates of men accounting clerks to $31 a week but declines to raise the wages of women accounting clerks even though they are doing the same work, because they are already earning $23 a week, the minimum stabilised rate, is an employer within his rights if he invokes the authority granted by Gneral Order #16 and himself raises the women's rates to equalize them with men?

Other questions concerning the application to women workers of "minimum sound and stabilized rates" based on sex will inevitably arise as the result of the War Manpower Commission's recently amended "job-shopping" regulations. These regulations permit transfers from essential or critical jobs paying less than going rates as determined by the War Labor Board, if the employer fails to ask the Board for an adjustment within a reasonable time. Since the minimum stabilized rates in the Philadelphia area apparently permit of only one classification for a woman accounting clerk - that of "accounting clerk, female" at $23 - the practical effect of these regulations would appear to be that women accounting clerks must remain frozen in lower-paid jobs, regardless of their ability or other opportunities for greater service. No matter how highly trained a woman accounting clerk may be, or how well-qualified to perform the duties of a job offered her at $30 a week, the employer is not required to release her if she is earning the "minimum stabilized rate" for her sex, $23 a week. A male accounting clerk offered the same opportunity for advancement apparently would be entitled to a release if his present employer paid him less than $31 a week.

In conclusion, I believe the practice of setting up minimum stabilized rates in which job classifications are based on the worker's sex instead on job content is both unfair to the women workers affected and economically unsound. It seems to me that the continuation of this policy by the Philadelphia Regional Board or its extension to other regions would inevitably result not only in present, but in far-reaching, injustice to women workers, and would immeasurably increase the difficulties of their struggle for "equal pay". The National War Labor Board has consistently taken the position in cases brought before it that women are entitled to fair treatment in the matter of wages. I wish, therefore, respectfully to request that the National Board take whatever action is necessary to insure thatwage rates established by Regional Boards under its authority will be based on the job, not on the sex of the worker. It is sincerely to be hoped that this action will correct the unfortunate situation which has arisen in the Philadelphia region as well as prevent the occurrence of similar injustices in other areas.

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NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON, D. C.

OFFICE OF THE CHAIRMAN

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

September 20, 1945

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Re: Electric Controller & Mfg Co.
and United Electrical, Radio,
& Machine Workers of America,
Local 735, CIO
Case No. NWLB 111-11573-D
RWLB 5-D-1184

not in file
M.H.S.

Dear Miss Miller:

I am pleased to acknowledge your memorandum of August 30, 1945, in which you called my attention to the fact that the Regional Board's directive order in the case now on appeal to the National Board permits the Company to record traditionally women's jobs in separate labor grades. You observe that in contrast with the Regional Board's directive order, the National Board in the Bendix Products Division, Bendix Aviation Corporation case, provided that job classifications should not be divided on the basis of male and female classifications and that "the female classifications for all departments should be eliminated."

You may rest assured that the observations made in your letter will be brought to the attention of the Board in connection with its consideration of this case.

Very truly yours,

George W. Taylor
George W. Taylor
Chairman

Genl Files

Mr. Sherman, Assistant Solicitor September 14, 1945

Frieda S. Miller

Cases in which National War Labor Board directed changes in the plant rate structure to eliminate or reduce wage discriminations against women.

Attached are citations and notes on selected NWLB cases which serve to illustrate the points we discussed at our meeting yesterday.

FSM:AA:IS

Aircraft Industry

Goodyear Aircraft Corporation and
United Automobile Workers, CIO

National War Labor Board Release
B-1833, November 16, 1944

Case No. 111-1004-D
5-8119
46-124

The Board directed extensive changes in the plant rate structure, including adjustments in the rate ranges for approximately three-fourths of the job classifications. The Board stated: "In a number of instances job classifications have been combined in such a way as to bring the rates for women's jobs up to the rates paid to men for similar work."

The National Airframe Panel established labor grades on March 3, 1943 and made them uniformly applicable throughout the industry. Attached BLS Bulletin 790 describes the method by which this was done and sets up the grades. It also gives the classification plan of the N.E.M.A. which sets up specified labor grades in which sex discrimination was eliminated. (page 23)

Meat Packing Industry

National War Labor Board Releases -
B 1962 A - March 31, 1945
" B - May 23, 1945
" C - June 5, 1945
" E - June 17, 1945
" G - July 30, 1945

In matter of Case No. 111--5544-D Swift and Company
111--5760-D Armour and Company
111--6000-D Wilson and Company
111--5763-D Cudahy Packing Company

The National War Labor Board appointed a meat packing commission to settle any wage rate inequality issues remaining after the parties had negotiated, and also to approve or disapprove, subject to the Board's right of review, any wage agreements arrived at by the parties. At first the commission's jurisdiction was restricted to 5 packers and the 3 unions with which they had agreements but later it was extended to the industry as a whole where operations are comparable to those of 5.

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Fort Worth, Texas, Plant: Female rates increased by 3½ cents an hour to bring female rates in line with male rates.

Oklahoma City, Oklahoma: Female rates increased by 2 cents to bring them in line with the 64-cent common labor rate for men prevailing in the Southwest ~~Big Four~~ Big Four plants.

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* * * *

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American Viscose Corporation and Textile Workers' of America, CIO

Case No. 111-9751-D, May 1, 1945

Report and Recommendations of the Panel

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To Files

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

To—		From—
(1)	~~[illegible]~~	
	~~Anderson.~~	
	Nienburg.	
	Larrabee.	
	Benham.	
	Dern.	
	Erickson.	
	Hyde.	
	Manning.	
	Mettert.	
	Pidgeon.	
	Robinson.	
	Smith, F.	
✓	~~Spring.~~	
	Stitt.	
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Re Attached Please—

Approve ....
Comment ....
Note ....
Note and return ....
Reply ....
Draft of reply ....
Signature ....
Would like to discuss ....
File ....

Date ....

Note: ~~Will you~~
get this started
~~[illegible] — then~~
~~[illegible] as soon~~
~~as possible~~
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GPO 16—24460

S OF SERVICE

s is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

1201

75483

SYN

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NL=Night Letter
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

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EAA163 GOVT NL PD=SEATTLE WASH 20

APR 20 PM 9 24

WOMEN'S BUREAU U SDEPARTMENT OF LABOR
WASHDC=

RE SURVEY RECENTLY MADE CONCERNING POST-WAR PLANS WOMEN IN THIS REGION HAVE REQUEST FROM WAR LABOR BOARD FOR SEATTLE SEATTLE-TACOMA (PUGET SOUND) OR UNITED STATES.

¶ (1) PROPORTION OF OFFICE WORKERS TO TOTAL NON-AGRICULTURAL EMPLOYMENT PER-WORLD WAR II WAR AND ESTIMATED POST-WAR PERIODS.

¶ (2) PERCENTAGE OF PREWAR OFFICE WORKERS IN NON-CLERICAL WAR JOBS AND ANTICIPATED POST-WAR VOLUME RETURNING TO OFFICE WORK.

¶ (3) PERCENTAGE OF PERSENTLY EMPLOYED WOMEN AVAILABLE FOR

CLASS OF SERVICE
This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

1201

A. N. WILLIAMS
PRESIDENT

SYMBOLS
DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

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1945 APR 20 PM 9 24

POST-WAR WORK.

Rate

q(4) OFFICE WORKERS' ATTITUED TOWARD UNIONIZATION AND ~~WA~~TE FREEZE. WIRE AVAILABLE DATA BY TUESDAY APRIL 24=

J W C HARPER. (Natl War Lab Board). 7204

4. United Office and Professional Workers of America
1860 Broadway N.Y.

(1) 11 (2) (3) (4) 24.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

NIGHT LETTER - COLLECT

FROM	
BUREAU	
CHG. APPROPRIATION	

U. S. GOVERNMENT PRINTING OFFICE 10—1723

Western Union,
Seattle, Washington - in answer to telegram EAA 163 from SWC Harper
to Women's Bureau, U. S. Department of Labor, April 20.

FOR UNITED STATES, March 1944, WOMEN CLERICAL WORKERS WERE 28 PERCENT OF TOTAL WOMEN EMPLOYED IN NONAGRICULTRUAL INDUSTRIES; ALSO APPROXIMATELY 4 PERCENT HAVE SHIFTED TOXXXXXXXXX FROM CLERICAL TO NON-CLERICAL WORK SINCE DECEMBER 1941.

PRELIMINARY FINDINGS FROM POSTWAR STUDY IN SEATTLE AREA SHOW APPROXIMATELY 60 PERCENT OF WOMEN NOW EMPLOYED PLAN TO CONTINUEWORK; ALSO ABOUT 10 PERCENT OF THOSE EMPLOYED IN CLERICAL WORK IN DECEMBER 1941 HAVE SHIFTED OUT OF CLERICAL WORK. REFER YOU TO UNITED OFFICE AND PROFESSIONAL WORKERS OF AMERICA 1860 Broadway, New York, FOR OFFICE WORKERS' ATTITUDE TOWARD UNIONIZATION.

Frieda S. Miller, Director

Women's Bureau, U. S. Department of
Labor.

Files
2 1 9

February 16, 1945

Mr. Pearce Davis, Chairman
National Telephone Panel
National War Labor Board
Washington, D. C.

My dear Mr. Chairman:

The Women's Bureau of the U. S. Department of Labor has just recently completed field work on a study requested by the Traffic Panel of the National Federation of Telephone Workers, of employment conditions in the traffic, commercial and accounting departments of telephone companies in a number of important centers in the United States. The material covers significant aspects of the employment of women as operators, supervisors and clerks in the traffic department and clerical employees in the commercial and accounting departments — their jobs, wages, earnings, training, the promotional system, and a variety of problems relating to women's employment in the range of occupations covered by collective bargaining.

We have had several informal inquiries about the study from individuals in various branches of the War Labor Board and have had to explain that the analysis of material is still in progress and will be for sometime to come. If, however, the Panel itself would be aided through having the data of the study presented to it in preliminary form by the staff member in charge, that could be arranged. Miss Ethel Erickson, who can be reached in our Washington office, is in charge and would appreciate being given a little time and some indication of the type of information that would be of special interest, since statistical tabulations are still in progress and a discussion of the material at this time would require some special preparation.

As you doubtless know, Women's Bureau studies are always in the nature of fact-finding surveys of matters relating to the interests of employed women. They may or may not include recommendations based on the findings. The present study conforms to this general pattern.

Sincerely yours,

FM:EE:IS

Frieda S. Miller, Director

February 16, 1945

Mr. Henry Mayer
Attorney at Law
19 West 44th Street
New York 18, N. Y.

Dear Mr. Mayer:

I have your letter of February 14, and think it is a very good idea to offer the Panel the benefit of any information that would be useful to it from the study, and I have accordingly written the enclosed letter to the Chairman. We will, of course, be very glad to be of any service that the Panel may find useful.

Sincerely yours,

Frieda S. Miller, Director

FM:IS

HENRY MAYER
ATTORNEY AT LAW

HENRY MAYER
RUBY P. MAYER

MAX J. MILLER
ALEXANDER ELTMAN
HOWARD P. FEINBERG

19 WEST 44TH STREET, NEW YORK 18
MURRAY HILL 2-7003

WOMEN'S BUREAU
FEB 16 1945
DEPARTMENT OF LABOR

February 14, 1945.

Miss Frieda S. Miller, Director,
Women's Bureau, U.S. Department of Labor,
Department of Labor Building,
Washington 25, D.C.

Dear Miss Miller:

I represent the Michigan Telephone Traffic Employees Federation, Inc., which is the bargaining agent for the traffic employees of the Michigan Bell Telephone Company.

On February 26, 1945 a dispute between the Company and the Union, which has been certified to the War Labor Board and bears Number 111-12883-D, will be heard before the new National Telephone Panel at the Smithsonian Institution, 10th and Constitution Avenue, N.W. Washington, D.C. at 10 A.M.

I spoke to Miss Ethel Erickson last week regarding the possibility of having her appear before the Panel and give testimony with respect to the results of the investigation she has been conducting regarding the telephone operator's job. Miss Erickson advised me that I would have to take the matter up with you in order to get approval for her appearance.

I believe that Miss Erickson's testimony would be very helpful to the Panel in coming to conclusions with respect to the wage problems affecting the traffic employees of the different Bell System Companies.

I would appreciate it greatly if you would be kind enough to let me know whether or not it will be possible for Miss Erickson to appear before the Panel.

Very truly yours,

Henry Mayer

269

February 12, 1945

Miss Blanch Freedman, Executive Secretary
New York Women's Trade Union League
247 Lexington Avenue
New York 16, New York

Dear Miss Freedman:

In response to your letter of February 8 regarding material for your upstate conference in Syracuse, Friday, February 16, we are forwarding the following to you today in care of the Hotel Onondaga, marked "Hold" as directed by you:

150 copies: Attack Turnover
Suggested Standards for Union Contract Provisions Affecting Women
Reconversion Blueprint for Women Workers
Work For Women After the War
Publications Relating to Women in War Industries
1 Bulletin Display

Enclosed with the bulletin display is an easel-back envelope with order blanks for the convenience of your delegates in ordering publications in which they may be especially interested.

I hope you have a successful conference. If we can be of further service please let us know.

Sincerely yours,

MH

Frieda S. Miller, Director

NEW YORK WOMEN'S TRADE UNION LEAGUE
247 LEXINGTON AVENUE
NEW YORK 16

ESTABLISHED 1903

TEL. CALEDONIA 5-0684

ROSE SCHNEIDERMAN, PRESIDENT
PAULINE M. NEWMAN, VICE-PRESIDENT
MABEL LESLIE, VICE-PRESIDENT
HELEN BLANCHARD, VICE-PRESIDENT
MRS. MONROE GOLDWATER, TREASURER
BLANCH FREEDMAN, EXECUTIVE SECRETARY

February 8, 1945

Hon. Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Miller:

We would very much like to have approximately 150 copies of the Reconversion Blueprint for Women. The League is holding an upstate Conference in Syracuse on Friday, February 16th and we would like to have this material available for distribution, if possible. We would appreciate any additional suggestions for distribution of pertinent material.

The Conference will be held at the Hotel Onondaga so that if the material that you may have is heavy, might I suggest that it be sent directly to the Hotel Onondaga, Syracuse, New York, marked "Hold".

Thank you very much.

Sincerely yours

Blanch Freedman

Blanch Freedman
Executive Secretary

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23076

WOMEN'S BUREAU
FEB 9 1945
DEPARTMENT OF LABOR

269

September 20, 1944

Mr. Robert T. Segrest, Regional Director
Division of Wage Stabilization
Regional War Labor Board, Region IV
P. O. Box 1322
Atlanta 1, Georgia

My dear Mr. Segrest:

I wish to acknowledge receipt of your letter of September 13, 1944, concerning a letter which Dr. Hanna R. Kristianson, Sumter, South Carolina, received from Miss Anderson last December.

Miss Anderson retired on June 30th of this year and Miss Frieda S. Miller has succeeded her as Director of the Women's Bureau. Your letter will be brought to Miss Miller's attention at the first opportunity.

Sincerely yours,

Isabel H. Schafer, Secretary

IS

NATIONAL WAR LABOR BOARD
Post Office Box 1322
Atlanta 1, Georgia

September 13, 1944

WOMEN'S BUREAU
SEP 18 1944
DEPARTMENT OF LABOR

Miss Mary Anderson
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson: -

This office has received a letter from Dr. Hanna R. Kristianson, Sumter, South Carolina, in which the following letter written by you was quoted:

> "Your letter, addressed to the Office of Price Administration, has been referred to the Department of Labor for reply. I believe your inquiry is prompted by the orders of the Manpower Commission to employers in critical labor shortage areas to operate 48 hours a week. The Commission has in no case required longer hours than 48. As far as our records show, Sumter, S. C. has never been declared a critical area, so there would be no official requirement that you operate even as long as 48 hours a week. We agree with you that a half holiday improves the morale of your workers and in the long run increases their efficiency. I hope that you will continue your long time practice of closing for a half holiday each week."

For your information, decreased work weeks for salaried employees without corresponding decrease in salary constitutes a wage increase requiring approval of the National War Labor Board.

Very truly yours,
REGIONAL WAR LABOR BOARD
REGION IV

By
Robert T. Segrest, Regional Director
Division of Wage Stabilization

December 4, 1943

Dr. Hanna R. Kristianson
Box 1143
Sumter, S. C.

My dear Dr. Kristianson:

Your letter, addressed to the Office of Price Administration, has been referred to the Department of Labor for reply. I believe your inquiry is prompted by the orders of the Manpower Commission to employers in critical labor shortage areas to operate 48 hours a week. The Commission has in no case required longer hours than 48. As far as our records show, Sumter, S. C., has never been declared a critical area, so there would be no official requirement that you operate even as long as 48 hours a week. We quite agree with you that a half holiday improves the morale of workers and in the long run increases their efficiency. I hope that you will continue your long time practice of closing for a half holiday each week.

Sincerely yours,

MA:LS:MBC

Mary Anderson, Director

Form No. OPA-AD9
(Printed 12-42. Reqn. P-585)

UNITED STATES OF AMERICA

OFFICE OF PRICE ADMINISTRATION

The attached letter is being referred to you for attention.

( ) No action has been taken on this.

(x) A postal has been sent to the writer stating that the letter is being referred to you.

To

Department of Labor
Washington
D C.

WOMEN'S B
[illegible]
DEPARTMENT OF LA

GPO 16—31845-1

DR. HANNA R. KRISTIANSON
OPTOMETRIST
BOX 1143

SUMTER, S. C.

15-5
C

Nov.26,43.

Administrator of O.P.A.
Washington,
D.C.

Dear Sir:

Please let me know the minimum hours that clerks in drygoods stores, hardware stores and like places of business may work.

I want this information because it has been a custom of long standing, in fact over twenty years, that these stores close for a half holiday at One O'Clock. We wish to continue this but do not wish to do anything contrary to an O.P.A. ruling. We have found that the help need this period of relaxation and since they are on the job until after nine O'Clock on Saturday night it brakes in nicely during the middle of the week. It also gives them a chance to work in their victory gardens, or attend to any other duties in the home.

Sumter is about a city of I2,000 people. and do not have the Saturday afternoon holidays that are accorded in the north. It helps the morale of the workers and brings about a friendly feeling between employer and employees.

We are about to map out our schedules for the coming year and would like an answer promptly.

Thanks a lot.

Hanna R. Kristianson

RECEIVED - [illegible]
Chief Clerk
DEC 1 - 1943
AM PM
9 | 10 | 11 | 12 | 1 | 2 | 3 | 4 | 5 | 6

Natl War Labor Bd

August 21, 1944

Mr. Saul Wollen, Director
Regional War Labor Board
209 Washington Street
Boston, Massachusetts

Dear Mr. Wollen:

Will you kindly send me a copy of the recent decision of your Board relative to wages at the Screw Machine Products Co., Providence, Rhode Island. I would also appreciate having a copy of the referee's recommendations which indicate reasons for the different starting rates for men and women.

Yours very truly,

Frieda S. Miller
Director

FM/CM
eh

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N. W. L. B.

Please reply attention of:
Bertha M. Nienburg,
Assistant Director

August 14, 1944

Mr. E. B. McNatt, Director
Wage Stabilization Division
National War Labor Board
332 South Michigan Avenue
Chicago 4, Illinois

Attention: Norman L. Brown, Chief
Research and Staff Information Section

My dear Mr. McNatt:

This letter is in reply to your letter of August 9th. The National Federation of Telephone Workers requested the Women's Bureau to evaluate jobs in the telephone industry in relation to the service rendered, experience required, wage rates paid, hours of work, and other working conditions. The cooperation of the American Telephone and Telegraph Company was secured for this survey.

Coverage:

The survey covers all employees in the Traffic Department, Commercial Department and Accounting Department. It has been made in Baltimore and eight communities of different populations in Maryland; Atlanta and eight communities in Georgia; Denver and six communities in Colorado. Work in Missouri is beginning as well as in the Independent Company of Lexington, Kentucky. The plan included the coverage of the Chicago Exchange and represents exchanges in Illinois.

Procedures:

The attached schedule indicates the data secured from company records. In addition all jobs in these three departments are observed and interviews had with employees on each job. The employee may be interviewed on company premises, at union headquarters or in her home.

From this material it is expected to develop:

1. A statement of prevailing telephone office organization and practices; of demands and responsibilities and personal qualifications of prevailing jobs. Real differences in jobs or title differences will be noted.

2. A comparison of demands of operators' jobs with demands of clerical jobs in major exchanges will be made. Opposite such

job demands will be placed the respective wage scales, earnings, hours and length of experience, etc.

3. Comparison of job demands, wages and earnings etc. in communities of smaller size will be made in each State and between States.

It is believed that the above picture will be a comprehensive one of duties and responsibilities and conditions of employment and will point to any need for internal adjustment of positions in relation to each other and for adjustments to the level of wage rates in local labor markets.

Present Status of Study:

While compilation of statistical material has been made for two States, it was deemed inadvisable to develop the statements concerning jobs until the several exchanges had been covered. Therefore, the material is not yet available for use. We hope that it will be available in usable form early in November.

x x x

Your letter indicates that you may make a thorough analysis of occupations in Region 6. As we had expected to begin work in Illinois on or about September 1, we should appreciate knowing immediately whether the material we may secure and the time in which it could be secured would meet your needs. Or whether your own staff is expecting to make such a study in August. I am sure we do not wish to duplicate each other's work.

Very truly yours,

Frieda Miller, Director

BMN:LW

June 26, 1944

Miss Lynn Jaye
Division of Wage Stabilization
National War Labor Board, Region XI
230 Penobscot Building
Detroit, Michigan

My dear Miss Jaye:

In response to your recent request we are sending you a copy of the Women's Bureau Bulletin entitled "Part-Time Employment of Women in Wartime." For data concerning rates paid to part-time workers, I refer you to Mr. Randel E. Dahl, Bureau of Labor Statistics, U. S. Department of Labor, 1108 Francis Palm Building, 2111 Woodward Street, Detroit 1, Michigan. Unfortunately, the reports referred to in your letter of June 19th were not inclosed. We would appreciate very much receiving copies of these reports.

It would help a very great deal in replying to your letters if in the future the address of Regional Office No. XI of the National War Labor Board were included on the letter head.

Sincerely yours,

Mary Anderson, Director

Inclosure
MA:LS:AMG

NATIONAL WAR LABOR BOARD
Division of Wage Stabilization
Region XI = Detroit
230 Penobscot Bldg

WOMEN'S BUREAU
DEPARTMENT OF LABOR

June 19, 1944

U. S. Women's Bureau
U. S. Department of Labor
Washington, 25, D. C.

Dear Sirs:

Please send us a copy of your Special Bulletin #13 entitled

Part-time Employment of Women in Wartime.

We should appreciate the receipt of any other material pertinent to the subject of rates paid to part-time employees.

We understand that you wish to have copies of the enclosed reports. As per your request we are planning to send copies to you periodically.

B. S. S.
Randal E.
Dahl
1108 Francis
Palm. Bldg
2111 Woodward.
Detroit 1

Sincerely yours,

Lynn Jaye LJ
Reference

#75-433

LJ/af

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON 25, D. C.

April 24, 1944

WOMEN'S BUREAU
APR 25 1944
DEPARTMENT OF LABOR

Miss Mary Anderson, Chief
Woman's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

In response to the telephone request of Miss Stitt we are enclosing a tabulation of brackets for the canning industry for 3 areas in Oregon. As you will note brackets have not been established for the fourth area.

Companies paying a single rate for an occupation may usually receive permission to pay up to these rates upon application to the appropriate Regional War Labor Board. Companies paying a range of rates for an occupation may usually be granted permission to adjust their present rates within the limits of the range established by the particular Regional War Labor Board.

If we can be of any further assistance to you, please do not hesitate to call upon us.

Very truly yours,

Carroll R. Daugherty, Director
Wage Stabilization Division

269

FORM NWLB-1005
(11-43)

NATIONAL WAR LABOR BOARD

WAGE BRACKETS ESTABLISHED BY REGIONAL WAR LABOR BOARDS

STATE: OREGON

REGION: XII

DATE:

AREA (1)	INDUSTRY, PRODUCT, OR OCCUPATIONAL GROUP* (2)	OCCUPATION (3)	MINIMA *			MAXIMA *			DATE BRACKET ESTABLISHED (10)	* STATUS (11)
			SINGLE RATE (4)	RATE RANGE		SINGLE RATE (7)	RATE RANGE			
				MIN. (5)	MAX. (6)		MIN. (8)	MAX. (9)		
OREGON Area IV Portland Metropolitan Area & Vancouver, Wash., includes all of Multnomah, Northwest portion of Clackamas & Southeast portion of Washington Counties.	Canning, etc.	Base Rate, Light Labor	.66½ H						10/27/43	
	Fish Canning	Base Rate, Light Labor	.66½ H						"	

* EXPLANATION OF ABBREVIATIONS USED:

SD (SUPPORTING DATA)
JD (JOB DESCRIPTION)
H (HOUR)
W (WEEK)
M (MONTH)
I (INCENTIVE)
T (TENTATIVE)
R (RELEASE)
P (PERMANENT)

A-1526

FORM NWLB-1005
(11-43)

NATIONAL WAR LABOR BOARD

WAGE BRACKETS ESTABLISHED BY REGIONAL WAR LABOR BOARDS

STATE OREGON

REGION XII

DATE

AREA (1)	INDUSTRY, PRODUCT, OR OCCUPATIONAL GROUP* (2)	OCCUPATION (3)	MINIMA *			MAXIMA *			DATE BRACKET ESTABLISHED (10)	* STATUS (11)
			SINGLE RATE (4)	RATE RANGE MIN. (5)	RATE RANGE MAX. (6)	SINGLE RATE (7)	RATE RANGE MIN. (8)	RATE RANGE MAX. (9)		
OREGON Area V Willamette Valley & Adjacent Coastal Strip including Clatsop, Columbia, Washington, Tillamock, Yamhill, Polk, Lincoln, Benton, Clackamas, Marion, Linn, Lane, & western three-fourths of Hood River County (Does not include city of Hood River)	Canning, etc.	Base Rate, Light Labor	.63½ H						10/27/43	

* EXPLANATION OF ABBREVIATIONS USED:

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FORM NWLB-1005
(11-43)

NATIONAL WAR LABOR BOARD

WAGE BRACKETS ESTABLISHED BY REGIONAL WAR LABOR BOARDS

STATE OREGON	REGION XII
DATE	

AREA (1)	INDUSTRY, PRODUCT, OR OCCUPATIONAL GROUP* (2)	OCCUPATION (3)	MINIMA *			MAXIMA *			DATE BRACKET ESTABLISHED (10)	* STA-TUS (11)
			SINGLE RATE (4)	RATE RANGE		SINGLE RATE (7)	RATE RANGE			
				MIN. (5)	MAX. (6)		MIN. (8)	MAX. (9)		
OREGON Area VI Southwest Oregon, (Roseburg, Grants Pass, Medford, Marshfield, Klamath Falls, etc.,) including the following counties: Douglas, Coos, Curry, Josephine, and Western two-thirds of Klamath.	Canning, etc.	Base Rate, Light Labor	.63½ H						10/27/43	

* EXPLANATION OF ABBREVIATIONS USED:

SD (SUPPORTING DATA)	H (HOUR)	M (MONTH)	T (TENTATIVE)
JD (JOB DESCRIPTION)	W (WEEK)	I (INCENTIVE)	R (RELEASE)
			P (PERMANENT)

A-1526

FORM NWLB-1005
(11-43)

NATIONAL WAR LABOR BOARD

WAGE BRACKETS ESTABLISHED BY REGIONAL WAR LABOR BOARDS

STATE OREGON

REGION XII

DATE

AREA (1)	INDUSTRY, PRODUCT, OR OCCUPATIONAL GROUP* (2)	OCCUPATION (3)	MINIMA *			MAXIMA *			DATE BRACKET ESTABLISHED (10)	* STATUS (11)
			SINGLE RATE (4)	RATE RANGE		SINGLE RATE (7)	RATE RANGE			
				MIN. (5)	MAX. (6)		MIN. (8)	MAX. (9)		
OREGON Area XI All of the following counties located in Eastern Oregon: Morrow, Sherman, Jefferson, Wasco, Deschutes, Lake, Harney, Malhew, Baker, Cook, Union, Wallowa, Gilliam, Umatilla, Grant, Wheeler & Jackson & eastern one-third of Hood River County - (including Hood River); and eastern one-third of Klamath County).		No canning brackets established for this area.							10/27/43	

* EXPLANATION OF ABBREVIATIONS USED:

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FORM NWLB-1005
(11-43)

NATIONAL WAR LABOR BOARD

WAGE BRACKETS ESTABLISHED BY REGIONAL WAR LABOR BOARDS

STATE: **OREGON**

REGION: **XII**

DATE:

AREA (1)	INDUSTRY, PRODUCT, OR OCCUPATIONAL GROUP* (2)	OCCUPATION (3)	MINIMA* SINGLE RATE (4)	MINIMA* RATE RANGE MIN. (5)	MINIMA* RATE RANGE MAX. (6)	MAXIMA* SINGLE RATE (7)	MAXIMA* RATE RANGE MIN. (8)	MAXIMA* RATE RANGE MAX. (9)	DATE BRACKET ESTABLISHED (10)	* STATUS (11)
OREGON Area IV Portland Metropolitan Area & Vancouver, Wash., includes all of Multnomah, Northwest portion of Clackamas & Southeast portion of Washington Counties.	Canning, etc.	Base Rate, Light Labor	.66½H						10/27/43	
	Fish Canning	Base Rate, Light Labor	.66½H						"	

* EXPLANATION OF ABBREVIATIONS USED:
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A-1526

FORM NWLB-1005
(11-43)

NATIONAL WAR LABOR BOARD

WAGE BRACKETS ESTABLISHED BY REGIONAL WAR LABOR BOARDS

STATE **OREGON**

REGION **XII**

DATE

AREA (1)	INDUSTRY, PRODUCT, OR OCCUPATIONAL GROUP* (2)	OCCUPATION (3)	MINIMA *			MAXIMA *			DATE BRACKET ESTABLISHED (10)	* STATUS (11)
			SINGLE RATE (4)	RATE RANGE MIN. (5)	RATE RANGE MAX. (6)	SINGLE RATE (7)	RATE RANGE MIN. (8)	RATE RANGE MAX. (9)		
OREGON **Area V** **Willamette Valley & Adjacent Coastal Strip including Clatsop, Columbia, Washington, Tillamook, Yamhill, Polk, Lincoln, Benton, Clackamas, Marion, Linn, Lane, & western three-fourths of Hood River County (Does not include city of Hood River)**	**Canning, etc.**	**Base Rate, Light Labor**	**.63½H**						**10/27/43**	

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A-1526

FORM WLB-1005
(11-43)

NATIONAL WAR LABOR BOARD

WAGE BRACKETS ESTABLISHED BY REGIONAL WAR LABOR BOARDS

STATE **OREGON**

REGION **XII**

DATE

AREA (1)	INDUSTRY, PRODUCT, OR OCCUPATIONAL GROUP* (2)	OCCUPATION (3)	MINIMA *			MAXIMA *			DATE BRACKET ESTABLISHED (10)	* STATUS (11)
			SINGLE RATE (4)	RATE RANGE		SINGLE RATE (7)	RATE RANGE			
				MIN. (5)	MAX. (6)		MIN. (8)	MAX. (9)		
OREGON **Area VI** **Southwest Oregon, (Roseburg, Grants Pass, Medford, Marshfield, Klamath Falls, etc.,) including the following counties: Douglas, Coos, Curry, Josephine, and Western two-thirds of Klamath.**	**Canning, etc.**	**Base Rate, Light Labor**	**.63½ H**						**10/27/43**	

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FORM NWLB-1005
(11-43)

NATIONAL WAR LABOR BOARD

WAGE BRACKETS ESTABLISHED BY REGIONAL WAR LABOR BOARDS

STATE **OREGON**

REGION **XII**

DATE

AREA (1)	INDUSTRY, PRODUCT, OR OCCUPATIONAL GROUP* (2)	OCCUPATION (3)	MINIMA *			MAXIMA *			DATE BRACKET ESTABLISHED (10)	* STATUS (11)
			SINGLE RATE (4)	RATE RANGE		SINGLE RATE (7)	RATE RANGE			
				MIN. (5)	MAX. (6)		MIN. (8)	MAX. (9)		
OREGON Area XI All of the following counties located in Eastern Oregon: Morrow, Sherman, Jefferson, Wasco, Deschutes, Lake, Harney, Malhew, Baker, Cook, Union, Wallowa, Gilliam, Umatilla, Grant, Wheeler & Jackson & eastern one-third of Hood River County - (including Hood River); and eastern one-third of Klamath County).	No canning brackets established for this area.								10/27/43	

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SD (SUPPORTING DATA)
JD (JOB DESCRIPTION)
H (HOUR)
W (WEEK)
M (MONTH)
I (INCENTIVE)
T (TENTATIVE)
R (RELEASE)
P (PERMANENT)

Stitt

File 269

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON 25, D. C.

OFFICE OF THE CHAIRMAN

January 7, 1944

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Miss Mary Anderson
Director, Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Anderson:

Please accept my thanks for your memorandum of January 5 with the suggestion that there might be a woman member of the War Labor Board.

I have had copies of your memorandum made for distribution to the several Board members and wish to assure you that your suggestion will have the careful consideration of the Board.

Sincerely yours,

William H. Davis

William H. Davis
Chairman

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

January 5, 1944

MEMORANDUM

To: Mr. William H. Davis, Chairman
National War Labor Board
Department of Labor Building
Washington, D. C.

From: Mary Anderson, Director
Women's Bureau

I understand that alternates to the public members of the War Labor Board are to be appointed. I was very much gratified when I read of the appointment of Mr. Lloyd K. Garrison who, in my opinion, is an excellent choice.

I have wished for a long time that there might be a woman member of the Board. Many of the decisions of the Board vitally affect the welfare of women workers. This is bound to be increasingly true as more women take the places of men in our war industries. The Women's Bureau has followed the War Labor Board's decisions in great detail to determine as far as possible the probable effect of these decisions upon women workers. The many memoranda which you have received from me during the past months are evidence of this fact. May I say at this time that I deeply appreciate the sympathetic consideration which you have given to the matters about which I have written you and the liberal decisions that you have rendered in their connection.

I believe, however, that a woman public representative on the Board who possesses the qualifications required of any public member would not only be able to serve the interests of the public generally,as well as a man similarly qualified, but in addition would be alert to special problems relating to women's employment that arise in connection with War Labor Board cases.

I am not alone in my feeling about this matter. Many women representing organizations concerned with the welfare of women workers have expressed to me a similar wish - that is that women might be directly represented on the War Labor Board. I would like, therefore, to suggest the names of several women who, I believe, possess the kind of experience that the work of your Board requires, and respectfully request that they be given serious consideration for appointment to the position of alternate to a public member of the board. These women are:

<ins>Miss Elizabeth Magee</ins>, General Secretary of the National Consumers' League, who has had wide experience in the field of labor relations. For many years she has worked closely with organized labor and employer groups for the promotion of better labor standards and relations. She served as public representative on several industry committees under the Wage and Hour Division of the U. S. Department of Labor, where she performed a singularly valuable service. Miss Magee possesses not only the experience but the temperament and intelligence required for the kind of work that you are doing.

Mrs. Elinore M. Herrick, Director of Personnel and Labor Relations, Todd Shipyard Corporation. Previous to accepting her present position, Mrs. Herrick was Regional Director of the National Labor Relations Board in the New York Area. I am sure that you know her personally and are acquainted with the splendid work she has done in the field of labor relations.

Dr. Theresa S. McMahon, former Professor of Business Administration, University of Washington (now retired). Dr. McMahon has had wide experience in the field of labor, and was very active in the minimum wage movement in the State of Washington in the early years.

Miss Frieda Miller, at present Special Labor Adviser to Ambassador Winant, at the American Embassy in London, and former Labor Commissioner of the State of New York. I know that you know Miss Miller very well, and know how well qualified she is for a position such as membership on the War Labor Board.

I suggest these names as a few among those that might be considered for this position.

MA:LS:MBG

November 4, 1943

Mr. Carl F. Will, Director of Information
National War Labor Board
21 South Twelfth Street
Philadelphia 7, Penna.

My dear Mr. Will:

We have received your letter of November 1st in which you enclose releases B-706 for Chesapeake and Potomac Telephone Company, Washington, D. C., and B-824 for the Bell Telephone Company of Pennsylvania. We are anxious to get greater detail than the news release shows. We have obtained these releases from the National War Labor Board in Washington and we are told by the Board that we could obtain the decisions from you. May we have the decisions pertaining to these two cases.

Very truly yours,

Bertha M. Nienburg,
Assistant Director

BMN:LW

OEM-302
(4-13-42)

ROUTING SLIP

TO

Miss Mary Anderson 1307

FOR

APPROVAL
REPLY, PLEASE
SEE ME, PLEASE
YOUR SIGNATURE
NOTE AND FILE
NOTE AND RETURN
YOUR COMMENTS
MORE DETAILS
ADVISE, PLEASE

YOUR INFORMATION
NECESSARY ATTENTION
RETURNED AS REQUESTED
INVESTIGATE AND REPORT
IMMEDIATE ACTION DESIRED
READ AND DESTROY
PREPARE FOR ME
DRAFT OF SUGGESTED REPLY
INITIAL AND FORWARD

REMARKS:

Dept. of Labor

DATE
11/3

FROM
W. H. Davi

GPO 16—29353-.

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON 25, D. C.

OFFICE OF THE CHAIRMAN

MEMORANDUM November 2, 1943

TO: Miss Mary Anderson
Director, Women's Bureau
U. S. Department of Labor

FROM: William H. Davis

WHD

Your memorandum of October 28 has been received. I am asking our regional office at Seattle to comment on the specific discussion of the situation in the State of Washington.

I will also take up with the Board the broader suggestions contained on the last page of your memorandum.

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

Sc. F. K.
269

October 28, 1943

Mr. Joseph A. Hoskins
National War Labor Board
Fidelity Building
911 Walnut Street
Kansas City, Missouri

My dear Mr. Hoskins:

Will you send me a copy of the Decision of the Board for the Southwestern Bell Telephone Company, St. Louis, Missouri. on cases 415, 7-2141, 7-1677, 7-1191, and 7-1054. Your release was dated July 4, 1943, #B-781. The workers are represented by the Southwestern Telephone Workers Union.

Very truly yours,

Bertha M. Nienburg, Assistant Director.

BMN:L

Tel
269

November 17, 1943

Mr. Kenneth P. Middleton
Regional Information Director
Regional War Labor Board VII
1100 Fidelity Building
Kansas City 6, Missouri

My dear Mr. Middleton:

Thank you for sending us your copy of news release B-781. We are returning it to you as requested. We had been sent a copy of this release by the National War Labor Board in Washington but we are anxious to get more detailed information and so asked for the decision. We were referred to you for the decision of the Southeastern Bell Telephone Company by the N.W.L.B. in Washington but as you say the information is in the Washington Office we will try again to get it here.

Very truly yours,

Bertha M. Nienburg,
Assistant Director

[illegible]:LF

NATIONAL WAR LABOR BOARD
Regional War Labor Board VII
1100 Fidelity Building
Kansas City, 6, Missouri

November 1, 1943

Mrs. Bertha M. Nienburg
Assistant Director
U.S.Department of Labor
Women's Bureau
Washington, D. C.

Dear Madam:

We have your request addressed to Mr. Joseph A. Hoskins, Regional War Labor Board Chairman, for a copy of news release B-781.

We find there is only one copy of this release in our files. We are sending it to you with the suggestion that if possible you have it copied and return it to us for the files.

The decisions in the Southwestern Bell Telephone Company cases were made by the National War Labor Board in Washington, hence we did not have copies of them here. You can secure them from the National Board in Washington.

Very truly yours,

Kenneth P. Middleton

Kenneth P. Middleton
Regional Information
Director

Enc.(1)

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

release
returned
L.W.

25

June 8, 1943

Hon. Lloyd Garrison
General Counsel
National War Labor Board
Department of Labor Building
Washington, D. C.

My dear Mr. Garrison:

On May 28, 1943, the Committee on the Judiciary reported favorably to the Senate, S. J. 25, a joint resolution "Proposing an amendment to the Constitution of the United States granting equal rights to men and women." A copy of this resolution in its approved form and Report No. 267 to the Senate are enclosed for your information and convenience.

You will observe that the current form of the proposed Equal Rights Amendment differs from S. J. Res. 65 which was the subject of consideration by the Seventy-Fifth Congress in 1938. That resolution provided as follows:

> "Men and women shall have equal rights throughout the United States and every place subject to its jurisdiction.
>
> "Congress shall have power to enforce this article by appropriate legislation."

It will be noted that the first sentence in the proposed amendment has been changed from a simple declaration of the equality of the rights of men and women to a provision prohibiting the United States and the States from denying or abridging, on account of sex, "equality of rights under the law." The second sentence has been changed from a grant of power to Congress, exclusively, to enforce the article by legislation, to a grant to Congress and the several States "within their respective jurisdictions" to so enforce it.

On the occasion of the consideration of S. J. Res. 65, in 1938, your professional analysis of the probable consequences of the proposal on protective labor legislation for women and the laws applicable to familial, property and other rights and relations was of great assistance to the Women's Bureau and the groups and associations with which it cooperates. It would be most helpful to us, in view of your previous study and analysis of the Equal Rights Amendment, if you could give us the benefit of your renewed consideration of the proposal in its current form. I know that the press of present duties do not afford you time for leisured study of the matter, but I am certain that you are sensible of the importance of the issues involved and I hope that you are aware of the weight which the Women's Bureau and the organizations cooperating with it attach to your judgment on this subject.

We shall deeply appreciate an expression of your views.

Very truly yours,

MA:LS:MRG

Mary Anderson, Director.

269
Nat War [illegible]

April 28, 1943

MEMORANDUM

To: Mr. George A. Kirstein, Executive Secretary
National War Labor Board (Room 5136)

From: Mary Anderson, Director

Re: Copies of War Labor Board Releases

It would be very helpful to us to receive regularly copies of all War Labor Board press releases, General Orders, amendments to General Orders, and any other interpretative material which is of general application. This information is necessary in connection with the Minimum Wage and Labor Legislation Division of the Women's Bureau. I shall appreciate it very much if you will arrange to have such material sent to Room 1315 of the Bureau through your regular distribution channels.

MA:AA:

January 22, 1943

Miss Jane Cassels Record, Economist
National War Labor Board
1431 Candler Building
Atlanta, Georgia

My dear Miss Record:

In response to your request of January 14 for data on family responsibilities of employed women, we are sending you copies of two recent Women's Bureau studies, "Women Workers in Their Family Environment", 1941, and "Employed Women and Family Support," 1939.

We are also sending a copy of our compilation of State minimum wage budgets for women workers living alone. These budgets are based on cost of living surveys and show the minimum amounts necessary for employed women to maintain themselves in health, in the various States covered by the surveys. Unfortunately, none of the seven States which you have listed has a minimum wage law for women, so we do not have cost of living budgets for self-supporting employed women in those States.

You will notice that some of the budgets included in the compilation were prepared prior to the beginning of the war, and would need to be adjusted to meet present-day conditions. The compilation contains an adjusted budget for the District of Columbia, which illustrates both the increase in the cost of the various living essentials as of 1942 and also the addition of new expenses, such as income taxes and Victory bonds. The latest Bureau of Labor Statistics figures show an increase in the cost of living of 19 per cent for the country as a whole from December, 1940, to November, 1942.

The Women's Bureau now has a Regional Representative located in Atlanta, who will be glad to be of any assistance she can in connection with problems relating to employed women in your area. She is Miss Martha Ziegler, Witt Building, office of the Wage and Hour Director. If you need any additional information, do not hesitate to call upon her.

Sincerely yours,

Mary Anderson, Director

copy to Miss Ziegler
aa

October 16, 1942

Mr. C. S. Austin, General Manager
The Lewis Engineering Company
Naugatuck, Connecticut

My dear Mr. Austin:

I have received your letter and I am taking up with the War Labor Board your question in regard to the payment of women workers. They tell me, however, that they are so taken up with general questions that there will not be an answer from them for two weeks. However, there is every reason to believe that they will O.K. what you are doing, as they recently so ruled in several cases.

As far as the Women's Bureau is concerned, we are very glad that you are paying the women the same as the men, as otherwise, if women were paid less than men, it would disorganize the wage structure and would not be fair either to the women or to the men.

I am enclosing a summary of a bulletin now being printed in regard to the same pay for men and women. This summary might be helpful to you.

Sincerely yours,

Mary Anderson, Director

MA:IS

October 20, 1942.

Mr. William Davis, Chairman,
National War Labor Board,
Washington, D. C.

My dear Mr. Davis:

I have received an inquiry from C. S. Austin, General Manager of the Lewis Engineering Company, Naugatuck, Connecticut, concerning authority under the President's stabilization order to increase the rates of women to equal the rates of men doing the same work. Mr. Austin's letter reads in part as follows:

> We placed sometime ago, approximately twenty women on men's jobs in our machine shop. These women were assured that they would be paid the same rate as the men whom they replaced, when they were qualified to receive such rates. These women have now qualified and we are accordingly adjusting their wages to conform to the men's rates on this job. We hasten to inform you in order that you will take this matter up with the War Labor Board under the President's Executive Order concerning stabilization.

I am writing to ask for a ruling not only in the Lewis Engineering Company case, but to request that the Board give favorable consideration to the adoption of a general policy authorizing employers to increase the rates of women to equal those of men whom they replace, or men who are doing the same work as is being done by women.

Sincerely yours,

Mary Anderson, Director.

LS/nb

The Lewis Engineering Co.
Naugatuck, Conn.

October 10, 1942

WOMEN'S BUREAU.
OCT 12 1942
DEPARTMENT OF LABOR

Miss Mary Anderson
Women's Bureau
Department of Labor
Washington, D. C.

Dear Madam:

Confirming our telephone conversation of yesterday, we are herewith advising you that following the Department of Labor's ruling, we placed some little time ago, approximately twenty women on men's jobs in our machine shop.

These women were assured that they would have the same rate as the men, whom they replaced, when they were qualified to receive such rates.

These women have now qualified and we are accordingly adjusting their wages to conform to the men's rating on this job and we hasten to inform you in order that you will take this matter up with the War Labor Board under the President's Executive Order about wages, etc.

Very truly yours

THE LEWIS ENGINEERING COMPANY

CSA:dl

C. S. Austin, General Manager

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON, D. C.

OFFICE OF THE CHAIRMAN

WOMEN'S BUREAU
SEP 26 1942
DEPARTMENT OF LABOR

September 25, 1942

Miss Bertha M. Nienburg
Assistant Director, Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Nienburg:

Please accept my thanks for your note of September 22 with the attached copy of Section III of the Arbitrator's Report and Decision in the case of the Bakery and Confectionery Workers International Union, Omaha, Nebraska.

The Arbitrator's decision as to rates of pay for women is in accordance with the policy of the War Labor Board.

We have worked out a clause for the General Motors case and Chrysler case of which I will be able to give you a copy today or tomorrow.

Sincerely yours,

William H Davis

William H. Davis, Chairman
National War Labor Board

FOR VICTORY
BUY
UNITED STATES DEFENSE
BONDS AND STAMPS

September 22, 1942

Mr. William H. Davis, Chairman
National War Labor Board
Department of Labor Building
Washington, D. C.

My dear Mr. Davis:

With the permission of Mr. E. T. Bell, Chief of the Arbitration Division, United States Conciliation Service, I am sending you a copy of Section III of the Arbitrator's Report and Decision in the case of the Bakery and Confectionery Workers International Union, Omaha, Nebraska, giving his decision on "Differential in Wage Rates for Women."

We feel that you may want to have the information contained in the Arbitrator's decision.

Very sincerely yours,

Bertha M. Nienburg
Assistant Director

EC:IS

269

September 22, 1942

Dr. Frank Graham, Member
National War Labor Board
Department of Labor Building
Washington, D. C.

My dear Dr. Graham:

With the permission of Mr. E. T. Hell, Chief of the Arbitration Division, United States Conciliation Service, I am sending you a copy of Section III of the Arbitrator's Report and Decision in the case of the Bakery and Confectionery Workers International Union, Omaha, Nebraska, giving his decision on "Differential in Wage Rates for Women."

We feel that you may want to have the information contained in the Arbitrator's decision.

Very sincerely yours,

Bertha M. Nienburg
Assistant Director

EC:IS

September 11, 1942

Mr. William H. Davis, Chairman
National War Labor Board
Department of Labor
Washington, District of Columbia

My dear Mr. Davis:

Elisabeth Christman has told us of your request that the Women's Bureau submit a statement of policy which would eliminate the sex wage differential problems. To this end the following standard is submitted.

> Wage rates shall be set for the job. Jobs that are kindred in process and/or comparable in requirements shall be paid the same rate irrespective of the sex of the worker.

We recognize, that regardless of the wording of any policy, its application will cause some measure of dispute in each plant. However, such matters can be handled as they were done in the last war by sending out someone to determine the facts and to bring about the adjustments in accordance with the spirit of the policy set.

Very truly yours,

Bertha M. Nienburg,
Assistant Director

BMN:LW

August 29, 1942

Dear Mrs. Wallace:

The recent decision of the War Labor Board in the New Jersey plants of the General Cable Company contains a clear explanation of the "three main points" in the Board's stabilization formula. I am sending you the August 11 issue of "Victory" in which the General Cable Company decision is quoted in considerable detail, as I think this may be of particular interest to you in lining up the material for your own case.

As you will see, the three main factors that the Board takes into account in deciding whether a wage increase is justified are (1) cost of living; (2) elimination of substandard wages; (3) elimination of inequalities. Your material could be set up to bring out these three main points very clearly. For example, you could show that most wage increases in the Bell system did not equal the increase in the cost of living; that many wage rates are substandard; and that great inequalities exist, both between various groups of employees within the Bell system, and between all telephone operators and workers in other essential industries.

You will also want to see the August 1942 issue of "The Journal of the Electrical Worker" which features an interesting article on the Bell system entitled "Does Giant Corporation Impede War Effort." You doubtless have the FCC report published in 1939.

I enjoyed meeting you and your fine fellow workers.

Sincerely yours,

Elisabeth Christman,
Industrial ~~Supervisor.~~
Representative

Mrs. Lucille Wallace,
Ohio Federation Telephone Workers Inc.,
750 Finance Building,
Cleveland, Ohio.

Return to Pidgeon Confidential

From arbitrators' report to Conciliation Service.

In the Matter of Arbitration
between the

P. F. Petersen Baking Co.; General Baking Co.;)
Schulze Baking Co.; Omar, Incorporated; Con-)
tinental Baking Co.; Continental Baking Co.)
Hostess Cake Kitchen; Safeway Stores, Inc.,)
all of Omaha, Nebraska, and Quaker Baking Co.)
of Council Bluffs, Iowa.)
)
and)
)
The Bakery and Confectionery Workers Inter-)
national Union, Local #215, Omaha, Nebraska.)

ARBITRATOR'S REPORT AND DECISION

* * * *   * * * *   * * * *

III

Differential in Wage Rates for Women

The Bakery Operators ask that the following section be included in the contract:

> "Should war conditions make it necessary to employ women at work now done by men, it is mutually agreed and understood that such women employees shall receive a scale of wages in each classification twenty-five percent (25%) below the scale prescribed for male employees."

The Union objects to such a clause. This, of course, raises the question of "equal pay for equal work." The Operators accept this principle but argue that the work of women is not equal to that of men. They insist that women become exhausted more readily and require more rest. This is debatable. We have no evidence that women cannot perform many tasks in a bakery plant as efficiently as men. In many war industries where women are now doing men's work, they are being paid the same scale of wages as men. In fact, the General Baking Co., Schulze Baking Co., and Omar Incorporated, parties to this arbitration, have on several occasions employed women in classifications normally filled by men, and without hesitation they paid the women the regular men's scale of wages. Apparently the women performed the "men's work" satisfactorily. At this time there is insufficient data available upon which to base a conclusion that women will not perform as efficiently as men in the bakery plants. Until experience proves otherwise, we must assume that their work will be equal to that of men.

Furthermore, the government, in enacting the Selective Service Act, announced a very definite policy of restoring the returning soldier to his old job. If women are hired during the emergency at 25% reduced wages, it may greatly interfere with carrying out this policy.

I, therefore, decide this point against the Bakery Operators.

IV

Inclusion of A Clause Covering Female Bread Twisters and Panners

In the Omar, Incorporated, contract for 1941-1942, the following clause was included under the definition of Machine Men:

> "Female Bread Twisters and Panners: Notwithstanding the foregoing definition of machine man, there shall be included in this definition 'girl twisters and girl panners', who are the persons employed on the bread moulder, it being understood that there will be two girl twisters and two girl panners engaged in the operation of such bread moulder, in company with one male pan racker and one male moulderman, who qualify as machine men under the previous definition."

The Operators now ask that this clause be incorporated in the new contract. The Union objects to making such a provision applicable to all bakeries. It is willing to incorporate the clause in the contract providing it is applied only to Omar, Incorporated.

In its brief the Union states:—"In October, 1941, this clause . . . . was inserted in a supplemental agreement entered into by the Union and Omar, Incorporated. The reason for the incorporation in the Omar contract of this difference was that at the time Omar was using female help for twisting and panning. In using female help for this job Omar was cutting its production costs on the moulder machine. In other words, by the use of female help the scale for male moulder men was seriously affected, and this action, on the part of Omar, tended to disrupt the Union scale. In order to remedy this situation, the Union set up this clause for Omar, so that the total employees on the moulder machine in connection with its activity, amounted to six employees; this would make the production cost on the moulder machine for Omar equal to the other bakers, which were forced to use male help on such machine. This was an attempt on the part of the Union to raise the cost of production for Omar, so that an equalizing situation could exist as to cost of production with the other bakeries, with whom the Union had contractual agreements."

It is evident from the above that the inclusion of such a clause will not enable the other bakeries to operate at a lower production cost. That being true I see no reason for granting the above concession to Omar, Inc. and not to the other bakeries. In my opinion the terms of this contract should be uniform as to all. I therefore rule that the foregoing clause should be incorporated in the contract and made applicable to all the bakeries.

V

Conclusion

Summarizing the foregoing, my conclusion and order is:

A. - Wages

The hourly wage rates prevailing under the 1941 supplemental agreement shall be increased only as to the following classifications, and such increases shall be effective as of June 1, 1942: -

	Old Rate	New Rate
1. Working foremen	.94	1.00
2. Dough mixer	.84	.86
3. Male Cake Decorator	.86	.88
4. Oven men	.84	.86

	Old Rate	New Rate
5. Bench men	.78½	.80
6. Machine men -		
a. Divider men	.75	.78
b. Moulder men	.75	.78
c. Twisters	.75	.78
d. Panners	.75	.78
e. Cake Depositor	.75	.78
f. Doughnut Machine men	.75	.78
g. Wrap. Mach. men	.75	.78
7. Ingredient Scaler	.75	.78
8. Packers - 1st year	.55	.56 .60 after six months
9. Hand Wrappers and Icers (Female) - 1st year	.42	.42 .44 after six months
10. Cake & Roll Wrap. Mach. Operators (Female)	.51	.55

As to all other classifications the wage rates shall remain unchanged.

B. - Night Work

4 An Additional 2½¢ per hour over the regular wage scale shall be paid to all employees for work performed between the hours of 8 P.M. and 5 A.M.

C. - Differential in Wage Rates for Women

There shall be no differential in wage rates for women who are employed at work normally performed by men. Women shall receive the same wage rate as men in each classification.

D. - Clause Covering Female Bread Twisters and Panners

The following clause shall be incorporated in the contract and shall be applicable to all of the Baking Companies:-

> "Female Bread Twisters and Panners: Notwithstanding the foregoing definition of machine man, there shall be included in this definition 'girl twisters and girl panners', who are the persons employed on the bread moulder, it being understood that there will be two girl twisters and two girl panners engaged in the operation of such bread moulder, in company with

one male pan racker and one male moulderman, who qualify as machine men under the previous definition."

September 10, 1942

(Signed) Alphonse G. Eberle
Arbitrator

Files

June 4, 1942

Mr. Fowler Harper
War Manpower Commission
Room 5242 Social Security Bldg.
Washington, D. C.

My dear Mr. Harper:

I am submitting four copies of the report on differentials in pay between men and women, thinking that you may want to give copies to the different members of the panel.

If you should so desire, we will be very glad to confer with you on this report.

Sincerely yours,

Mary Anderson, Director

MA:IS

Appendix D

[illegible]
Labor
Board

as per
statement

Women's Bureau
U. S. Department of Labor
Washington

June 3, 1942.

WAGE RATES IN OCCUPATIONS OF WOMEN AND MEN IN WAR INDUSTRIES.

General Situation with Regard to Women's Employment.

American manufacturers practically ceased production of the implements and agents of warfare at the end of the last war and the men and women engaged in war production were absorbed into peace-time industries. In creating the new series of war industries in 1940-1942, whether by building new plants or shifting old plants from peace to war-time production, new occupations or new applications of old skills resulted. Many of these occupations were similar in character to work women had done in peace-time industries and to work women were doing in Canada and in England. But as there was a large surplus of man labor available in the United States, the war industries employed men extensively regardless of the nature of the job throughout 1940 and 1941. On December 7 it became evident that many men would be called into the armed services; women were called into war production and are being called in ever increasing proportions. It is estimated their number doubled in the first quarter of 1942 and will be doubled again before the close of 1942.

The many small parts entering into the manufacture of modern weapons of warfare, the precision required in such manufacture, the labor saving devices now available for lifting and moving heavy parts, the usually excellent working conditions in new plants, all make practicable the employment of women in a large number of occupations in many war industries. The speed with which they are taken on and their spread over the occupational field will continue to shift in direct relation to the availability of man labor in each area.

As a result of already existing area variations in the availability of man labor, the following situations are found today:

1. Men are working today on jobs which, through tradition of the last war and arsenal employment, might be considered women's.

   Example: In the manufacture of small arms ammunition women were approximately 40 percent of the workers at the Government arsenal and at one private plant manufacturing in 1940. In early 1942 with 10 plants operating and employing 55,000 persons, only 27 percent of the production force are women. New plants were built in areas with a surplus of man labor in 1941.

2. Men are working today on jobs similar to those women have always done in peace time industries.

   Example: Drill press operations have been and are being done by women in the electrical industry and in many small metal industries. In the new gun plants men are found on light drill presses today.

3. Men are working on jobs in one plant that women are doing in a plant having similar production.

   Example: Women face, center and spot barrel forgings on lathes and do interior drilling and rifling in one machine gun plant and men perform all these operations in another plant.

4. Men and women are working side by side on the same work in the same plant.

   Example: Both men and women rivet, spot weld, gas weld, do subassembly, electrical and radio assembly and many other operations in specific aircraft plant.

Obviously, few war industry occupations can be considered tradionally men's or women's. As more men are drawn into the armed services and more women must be employed, firms seek advice concerning the work women can do effectively and base their decisions in part upon the record for efficiency attained on specific work in plants that have already employed women on a given type of work. But always the extent to which plants lose their men will determine the shifts which take place in the labor force and the type of work women will do. That more women will work side by side with men on similar work, that more women will take over work men may be doing today, there can be no doubt.

Wage Rate Problems.

New wage structures were established in new occupations in new war industry plants. For the most part, a minimum hiring rate was set and automatic increases provided after 30 or 60 days employment. Thereafter jobs were classified and the worker paid according to the classification. When women were employed the question immediately arose as to whether their basic wage rates should be the same or differ from those established for men. Industries and plants within industries are meeting this problem in different ways.

Wage Structure in Aircraft Assembly Plants.

Twenty-two aircraft assembly plants reported that their women production staff had increased to six percent of total production employees in April 1942. All but three of these plants have the same entrance rate for men and women and the same rate of increase during the first months of employment. The initial rate for both men and women beginners is 65 cents per hour in 2 plants, 60 cents in 14 others and 50 and 55 cents in three others. The first increases in 5 cent intervals usually amount to 10 cents or 15 cents per hour. Thereafter the rates are fixed by the job.

Some of the agreements between firms and trade unions specifically mention that women must receive the same pay as men.

Example: Ohio Agreement: "Female employees, who may be required to perform the same work as male employees, will receive equal pay." "The union's hiring rate for all employees shall be 65 cents per hour which shall automatically increase to 70 cents per hour in 30 days and 75 cents per hour at the end of 60 days employment and thereafter he shall be classified and paid at least the minimum of his rate of pay for the classification."

Pennsylvania, New York and New Jersey Agreement: "There shall be no discrimination in rates of pay for female employees replacing male employees." "The minimum hiring rate shall be 60 cents per hour. After two months of employment the rate will be 70 cents per hour. After four months employment the rate will be 75 cents per hour."

Michigan: An agreement with a Detroit firm just beginning production states: "Women workers shall receive the same wages as men when they perform the same operation." The minimum production rate is 95 cents an hour for both men and women

At the time rate schedules were secured from airplane plants, only a few plants had employed women as long as two months. However, the following tabulation of occupations in which both men and women were employed is indicative of the relationship of men's and women's earnings in the initial months of women's employment. No complaint has arisen concerning these wage rates.

Aircraft Assembly Plants

Title of Occupation		Shop Rates									
		.60	.65	.70	.75	.80	.85	.90	.95	1.00	1.05 and over
Drill Press											
	Men		2	3	73		1	1		1	
	Women	2	1	8	11	1	2				
Filer and Burrer											
	Men		1	2	30	1		1		1	
	Women		5	2	8						
Lathe, Turret - Hand											
	Men				14						
	Women				3						
Milling Machine											
	Men				23	1					
	Women				1						
Riveter											
	Men	29	1	28	598	6	14	6	9		
	Women	11	2	2							
Welder, gas											
	Men	1			1		1	1			1
	Women				1						1
Bench Precision, assembly											
	Men			3	30	1	3	1			
	Women			3	4						
Sub-assembly											
	Men	12	11	46	545	26	34	26	13	1	1
	Women		9	36	36	2					

Wage Structure in Gun Manufacture.

Plants now engaged in the manufacture of guns had manufactured some guns along with other products prior to 1941 or were converted from automobile part or household equipment manufacture to gun manufacture during 1941 and 1942. When women were employed in these plants prior to 1941, they were not on gun manufacture and were in occupations distinct from those of men. Gun manufacture does not permit the same real differences in the work of men and women.

Machine guns are made up of from 163 to 250 parts, each of which must be machined gradually from forging or casting into final form, exact dimension and finish. By far the largest number of machine tools used in production are millers, followed by drills, profilers and grinders. Burring and gaging are a part of many machine operators' functions, although persons are employed to carry on filing when special filing is required. Because of the many similar machines to be operated in a large production plant, reemployment of men and women formerly employed on peace time production necessitates the employment of men and women on the same type of machines and on comparable parts. Setup men are provided whether the machines are operated by men or women.

The following are examples of similar operations on the same parts done by men and women:

Milling:

Top Plate on Cincinnati Miller
Pawl Bracket on Cincinnati Miller, Kent Owens, hand mill
Top Cover on Milwaukee Model H and M 24
Cam on Cincinnati Miller, Milwaukee Miller No. 18
Base on Cincinnati Miller
Accelerator on Cincinnati Miller
Lock on Cincinnati Miller
Latch on Milwaukee M 18 - M 24

Drill:

Pawl bracket on Avery # 1/2 drill, 4 spdl.
Leland Gifford drill
Lock on Avery # 1/2 drill, 4 spdl.
Leland Gifford drill
Extractor on Avery #1/2 drill, 4 spdl.
Leland Gifford drill
Cartridge stop on Avery 4 spdl. drill
Bolt on Avery 3 spdl. drill
Leland Gifford drill

Examples of women operating the same machines as men although on different parts are many. Hand Mills., Cincinnati #0.8, Cincinnati #1-12, Cincinnati #1-18, 2-18, 2-24; Milwaukee Model H, M 18, M 24; and Van Norman #118 are operated by both men and women. Although men usually operate drills on heavier parts with heavier jigs, they did light drilling along with women. In lesser number, women operate automatic profilers, wade bench profilers, automatic screw machines, grinders and precision tappers. Women and men act as inspectors in gun factories.

The wage structure differs in the several gun plants visited but each offers women a lower beginning rate than men and maintains a sex differential in rates when workers are experienced regardless of whether the work is similar in character. The following are examples of such hourly wage rate differentials:

	Men	Women
Machine Operators:		
Beginning rate:		
Same for all machines	$.60	$.434;-.45
Machine Variations	.614 to .746	none
Experienced rates:		
Milling machine operators	.74-.86; .674-.758	.47; .56-.62
Drillers	.72-.84; .674-.758	.47; .56-.62
Grinders	.76-.86; .674-.758 .83	.56 - .62
Automatic Screw Machine operators	.84-.96; .83-.914	.56 - .62
Tool Grinders	.82-1/2 - .87	.68 - .72
Inspectors:		
Shop Inspectors	.62-1/2 - .85	.52 - .58
Mechanical Inspectors	.97 - 1.02	.68 - .72
Visual Inspectors	.90 - .97	.64 - .68

The differences in wage rates shown above are causing much unrest among both men and women workers. Because production has increased as the initial problems of new operation are overcome, because operators work on different parts and on different machines, it is not possible to ascertain the effect on production of employing female workers. Spot checks reveal few differences between man and women working under the same conditions. Women cannot understand why they should be paid less for the same work than the men working beside them and men fear that women are being used to undercut their wage scale.

Policy Developed in the World War.

As soon as women were substituted for men in the last war, the sex wage differential problem arose. In the report of War Labor Conference Board to the Secretary of Labor, March 29, 1918, recommending the creation of a National War Labor Board, among the principles to govern the Board was the following:

"Women in industry --- If it shall become necessary to employ women on work ordinarily performed by men, they must be allowed equal pay for equal work and must not be allotted tasks disproportionate to their strength."

The principle quoted was restated by the Board in a number of awards.[1] Its application was made by the department of administration of awards by actual studies of occupational substitution in the plants concerned.

Present Official Policies with regard to Wage Differentials.

The Women's Bureau of the U. S. Department of Labor was formally recognized by Congress at the end of the last World War as the Agency to promote the welfare of women workers. The principles enunciated by the National War Labor Board have been steadfastly adhered to by the Women's Bureau, the wording being changed to "Wage rates shall be set for the job regardless of sex, race or marital status. Beginning rates shall be the same for all workers." Experience over 20 years has shown that this policy leads to good morale among workers. When women are paid less than men they become an undercutting factor in the industry in times of labor surplus.

While the Fair Labor Standards Act which covers all interstate commerce prohibits the establishment of minimum wage differentials on the basis of sex, only the State of Michigan prohibits sex wage differentials for experienced workers.

> "Discrimination as Between Sexes in Payment of Wages of Males and Females Engaged in Manufacture of Any Article. Sec. 556. Any employer of labor in this state, employing both males and females in the manufacture or production of any article, who shall discriminate in any way in the payment of wages as between sexes or who shall pay any female engaged in the manufacture or production of any article of like value, workmanship and production a less wage, by time or piece work, than is being paid to males similarly employed in such manufacture, production or in any employment formerly performed by males, shall be guilty of a misdemeanor: Provided, however, That no female shall be given any task, disproportionate to her strength, not shall she be employed in any place detrimental to her morals, her health or her potential capacity for motherhood."

---

[1] Bulletin No. 287 Bureau of Labor Statistics - National War Labor Board, p. 69.

In January 1942 representatives of the War, Navy, and Labor Departments formulated a statement of policies in regard to state labor laws. The seventh item in such statement of policies is "Wage rates for women shall be the same as for men including the entrance rate."

* * * * * *

CROSS REFERENCE SHEET

Name or Subject	File No.
War Labor Bd.	269
Regarding	Date

Memos + material on minimum wage rates, in Laundry Industry under "Locally needed" finding of W. Manpower Comm.

SEE

Name or Subject	File No.
Laundry Industry	215

File cross reference form under name or subject at top of the sheet and by the latest date of papers. Describe matter for identification purposes. The papers, themselves should be filed under name or subject after "SEE."

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NAVY DEPARTMENT -1940

file

SCHEDULE OF WAGES
FOR CIVIL EMPLOYEES IN THE FIELD SERVICE OF THE NAVY DEPARTMENT AND THE MARINE CORPS

Effective November 18, 1940

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1940

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NAVY DEPARTMENT,
Washington, October 24, 1940.

1. The following revised Schedule of Wages governing the pay of all civil employees in the field service of the Navy Department and the Marine Corps, except those whose pay is governed by piece-work schedules, is issued for the information and compliance of all concerned.

2. Current piece-work schedules may be amended or new schedules established only with the approval of the Secretary of the Navy obtained in advance.

3. No increases in pay shall be made under this Schedule of Wages in the case of any employees holding appointments from the Secretary of the Navy, unless specifically provided therein, without the authority of the Department, except where a new minimum rate of pay is established, or where only one rate of pay is provided. Reports shall be made to the Department not later than December 16, 1940, of all changes made incident to the application of this Schedule of Wages in the case of all employees within the purview of this paragraph.

4. No reduction in pay of any employee shall result from the initial application of this Schedule of Wages.

5. All previous authorizations and instructions in conflict with this Schedule of Wages are hereby revoked, except that the Department's authorizations for leaders, leadingmen, and quartermen, without the required number of employees under their supervision, and the Department's authorizations to supervise diversified ratings, remain effective for the period specifically fixed therein.

6. Exceptions to the 5-day work week authorized by the Department continue in effect.

7. This Schedule of Wages shall become effective November 18, 1940.

FRANK KNOX,
Secretary of the Navy.

NAVY DEPARTMENT,
Washington, October 14, 1940.

From: Wage Board of Review.
To: The Secretary of the Navy.
Subject: Report of Wage Board of Review.
References: (*a*) Letter of Secretary of the Navy to Captain J. A. Furer (cc) USN, March 25, 1940. (Precept of Wage Board of Review).
(*b*) Dept.'s cir. let. SOSED–4–Ch of January 8, 1940—Regulations governing the determination of wages of civilian employees in Groups I, II, III, and IV (*a*).
(*c*) Act of July 16, 1862 (34 USC 505).

1. Pursuant to reference (*a*), the Wage Board of Review submits herewith a schedule of wages for trades and occupational designations in the field service of the Navy Department and the U. S. Marine Corps in civil-service classification groups I, II, III, and IV (*a*) and other designations covered by reference (*a*).

2. The Board convened on May 15, 1940, and met for organization on June 8, 1940. Public hearings of representatives of navy yard employees, and organized labor were held on June 11 to 14, 1940, in the auditorium of the Public Health Service building to accommodate the large number of those desiring to be heard. The Board met on June 19, 1940, and every workday thereafter, except Saturday, to study and consider the reports, recommendations, and data submitted by the fourteen local wage boards and to give further study and consideration to the written and oral briefs submitted by employees and organized labor. The comparatively long period of time required by the Board to accomplish its work was largely due to the fact that there has been no adjustment of wages by wage boards since 1929, which necessitated a detailed and extremely careful examination, analysis, study, and consideration of the data and recommendations for setting the wages for the entire field service of the Navy Department and the U. S. Marine Corps.

3. The rates of pay recommended in the schedule of wages are the result of full consideration of all data, presentations, briefs, and other communications submitted to the Board, in the light of the law, and the precept controlling the Board's procedure.

4. The Board was governed in its work by the applicable provisions of the regulations governing the determination of wages of civilian employees in Groups I, II, III, and IV (*a*), reference (*b*), and by the Act of July 16, 1862, reference (*c*), which reads as follows:

> "That * * * the rate of wages of the employees in the Navy Yards shall conform as nearly as is consistent with the public interest with those of private establishments in the immediate vicinity of the respective yards, to be determined by the Commandants of the Navy Yards, subject to the approval and revision of the Secretary of the Navy."

5. In accordance with the directive in the Board's precept to improve the Schedule of Wages pamphlet, some rearrangement and consolidation of schedules were effected, and several new occupational titles were added.

J. A. FURER,
Captain (CC), U. S. Navy, Senior Member.
WM. D. BERGMAN,
Administrative Assistant & Chief Clerk, Member.
F. W. DYER,
Chief of Employee Relations,
Division of Personnel Supervision & Management, Member.
W. A. CALVIN,
Secretary-Treasurer, Metal Trades Department,
American Federation of Labor, Member.
JACOB BAKER,
President of the United Federal Workers of America,
Congress of Industrial Organizations, Member.
GUY MCPHERSON,
Chief of Classification & Efficiency,
Division of Personnel Supervision & Management, Recorder.

OCTOBER 24, 1940

Approved:
FRANK KNOX,
Secretary of the Navy.

SCHEDULE OF WAGES FOR CIVIL EMPLOYEES IN THE FIELD SERVICE OF THE NAVY DEPARTMENT AND THE MARINE CORPS

RATES OF PAY FOR THE CLERICAL, ADMINISTRATIVE, AND FISCAL SERVICE, THE PROFESSIONAL SERVICE, THE SUBPROFESSIONAL SERVICE, AND THE CUSTODIAL SERVICE FIXED BY THE CLASSIFICATION ACT OF 1923, AS AMENDED, EXCEPT THOSE FOR NATIVE AND ALIEN EMPLOYEES BEYOND THE CONTINENTAL LIMITS OF THE UNITED STATES AND HAWAII[1]

CLERICAL, ADMINISTRATIVE, AND FISCAL SERVICE

GROUP IVB[2]

The clerical, administrative, and fiscal service includes all classes of positions the duties of which are to perform clerical, administrative, or accounting work, or any other work commonly associated with office, business, or fiscal administration.

SALARY RANGES

(Per annum)

Grade 1	$1, 260	$1, 320	$1, 380	$1, 440	$1, 500	$1, 560	$1, 620
Grade 2	1, 440	1, 500	1, 560	1, 620	1, 680	1, 740	1, 800
Grade 3	1, 620	1, 680	1, 740	1, 800	1, 860	1, 920	1, 980
Grade 4	1, 800	1, 860	1, 920	1, 980	2, 040	2, 100	2, 160
Grade 5	2, 000	2, 100	2, 200	2, 300	2, 400	2, 500	2, 600
Grade 6	2, 300	2, 400	2, 500	2, 600	2, 700	2, 800	2, 900
Grade 7	2, 600	2, 700	2, 800	2, 900	3, 000	3, 100	3, 200
Grade 8	2, 900	3, 000	3, 100	3, 200	3, 300	3, 400	3, 500
Grade 9	3, 200	3, 300	3, 400	3, 500	3, 600	3, 700	3, 800
Grade 10	3, 500	3, 600	3, 700	3, 800	3, 900	4, 000	4, 100
Grade 11	3, 800	4, 000	4, 200	4, 400	4, 600		
Grade 12	4, 600	4, 800	5, 000	5, 200	5, 400		
Grade 13	5, 600	5, 800	6, 000	6, 200	6, 400		
Grade 14	6, 500	7, 000	7, 500				

GRADE 1

Duties: To perform, under immediate supervision, the simplest routine office work.

GENERAL GROUP

Under clerk.

---

[1] This Schedule of Wages shall not operate to reduce the salary of any employee who is receiving salary in excess of the maximum pay of the grade to which allocated because of the saving clause against reduction in salary contained in the Brookhart Salary Act of July 3, 1930, amending the Classification Act of 1923.

[2] Also excepted positions at naval activities outside of the continental limits of the United States occupied by American citizens.

WEIGHT GROUP

Under weight clerk.

STENOGRAPHY, TYPING, AND CORRESPONDENCE GROUP

Junior typist.
Under clerk-typist.

MAIL, FILE, AND RECORD GROUP

Under mail, file, and record clerk.

PURCHASE AND SUPPLY GROUP

Under property and supply clerk.
Under purchasing clerk.
Under storekeeper.

OFFICE APPLIANCE GROUP

Under addressing-machine operator.
Under calculating-machine operator.
Under card-punch operator.
Under graphotype operator.
Under addressing-machine and graphotype operator.
Under mimeograph operator.
Under operator, miscellaneous duplicating devices.
Under tabulating equipment operator.
Junior blue-print operator.
Junior photostat operator.
Junior blue-print and photostat operator.
Junior hectograph operator.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Under fiscal accounting clerk.
Under cash accounting clerk.

TRANSLATING AND INTERPRETING GROUP

Under interpreter.

PHOTOGRAPHIC AND ART GROUP

Under photographer.

COMMUNICATIONS GROUP

Telephone operator.

GRADE 2

Duties: To perform, under immediate supervision, assigned office work requiring training or experience but not the exercise of independent judgment.

GENERAL GROUP

Junior clerk.

WEIGHT GROUP

Junior weight clerk.

STENOGRAPHY, TYPING, AND CORRESPONDENCE GROUP

Senior typist.
Junior clerk-typist.
Junior stenographer.
Junior clerk-stenographer.
Junior dictating machine transcriber.

MAIL, FILE, AND RECORD GROUP

Junior mail, file, and record clerk.

PURCHASE AND SUPPLY GROUP

Junior property and supply clerk.
Junior storekeeper.
Junior purchasing clerk.

TRANSPORTATION RATE AND TRAFFIC GROUP

Junior traffic clerk.

OFFICE APPLIANCE GROUP

Junior addressing-machine operator.
Junior addressing-machine and graphotype operator.
Junior bookkeeping-machine operator.
Junior calculating-machine operator.
Junior card-punch operator.
Junior operator, miscellaneous duplicating devices.
Junior tabulating equipment operator.
Multigraph operator.
Senior blue-print operator.
Senior blue-print and photostat operator.
Senior photostat operator.
Senior hectograph operator.
Senior multilith operator.
Senior rotaprint operator.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Junior fiscal accounting clerk.
Junior cash accounting clerk.

PHOTOGRAPHIC AND ART GROUP

Junior photographer.

COMMUNICATIONS GROUP

Senior telephone operator.

Grade 3

Duties: To perform, under immediate or general supervision, assigned office work requiring training and experience and knowledge of a specialized subject matter or the exercise of independent judgment or to supervise a small section performing simple clerical operations.

GENERAL GROUP

Assistant clerk.

WEIGHT GROUP

Assistant weight clerk.

STENOGRAPHY, TYPING, AND CORRESPONDENCE GROUP

Head typist.
Assistant clerk-typist.
Senior stenographer.
Assistant clerk-stenographer.
Senior dictating machine transcriber.

MAIL, FILE, AND RECORD GROUP

Assistant mail, file, and record clerk.

PURCHASE AND SUPPLY GROUP

Assistant property and supply clerk.
Assistant storekeeper.
Assistant purchasing clerk.

LABOR AND MATERIAL GROUP

Labor and material checker.
Material checker.

TRANSPORTATION RATE AND TRAFFIC GROUP

Assistant traffic clerk.

OFFICE APPLIANCE GROUP

Senior bookkeeping-machine operator.
Senior calculating-machine operator.
Senior card-punch operator.
Senior graphotype and addressing-machine operator.
Senior operator, miscellaneous duplicating devices.
Senior tabulating equipment operator.
Head blue-print operator.
Head photostat operator.
Head blue-print and photostat operator.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Assistant accounting clerk.
Assistant fiscal accounting clerk.
Assistant cash accounting clerk.

TRANSLATING AND INTERPRETING GROUP

Junior translator.
Junior interpreter.

PHOTOGRAPHIC AND ART GROUP

Assistant photographer.

COMMUNICATIONS GROUP

Supervising telephone operator.
Junior telegrapher.

INSPECTION GROUP

Junior inspector of supplies and equipment.
Junior inspector of engineering materials.
Junior inspector of public utilities.
Junior inspector of construction.
Junior radio inspector.

Grade 4

Duties: To perform, under immediate or general supervision, responsible office work requiring training and experience, the exercise of independent judgment or knowledge of a specialized subject matter or both, and an acquaintance with office procedure and practice, or to supervise a small stenographic section or a small section performing clerical operations of corresponding difficulty.

GENERAL GROUP

Clerk.

WEIGHT GROUP

Weight clerk.

STENOGRAPHY, TYPING, AND CORRESPONDENCE GROUP

Clerk-typist.
Principal stenographer.
Clerk-stenographer.

MAIL, FILE, AND RECORD GROUP

Mail, file, and record clerk.

PURCHASE AND SUPPLY GROUP

Property and supply clerk.
Storekeeper.
Purchasing clerk.

TRANSPORTATION RATE AND TRAFFIC GROUP

Traffic clerk.

OFFICE APPLIANCE GROUP

Chief blue-print and photostat operator.
Supervising bookkeeping-machine operator.
Junior supervisor, card-punching unit.
Junior supervisor, duplicating section.
Junior supervisor, machine tabulation unit.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Fiscal accounting clerk.
Cash accounting clerk.
Accounting clerk.

TRANSLATING AND INTERPRETING GROUP

Translator.
Interpreter.

PHOTOGRAPHIC AND ART GROUP

Photographer.

COMMUNICATIONS GROUP

Senior supervising telephone operator.
Senior telegrapher.

INSPECTION GROUP

Supervisory clothing inspector.

Grade 5

Duties: To perform, under general supervision, difficult and responsible office work requiring considerable training and experience, the exercise of independent judgment or knowledge of a specialized subject matter or both, and a thorough knowledge of office procedure and practice, or to supervise a large stenographic section or any large section performing simple clerical operations or to supervise a small section engaged in difficult but routine office work.

GENERAL GROUP

Senior clerk.[3]

WEIGHT GROUP

Senior weight clerk.

STENOGRAPHY, TYPING, AND CORRESPONDENCE GROUP

Senior clerk-stenographer.
Stenographic reporter.

MAIL, FILE, AND RECORD GROUP

Senior mail, file, and record clerk.

PURCHASE AND SUPPLY GROUP

Senior property and supply clerk.
Senior storekeeper.
Senior purchasing clerk.

TRANSPORTATION RATE AND TRAFFIC GROUP

Senior traffic clerk.

---

[3] Clerk to commandant at Naval station, Tutuila, Samoa, allowed $300 per annum additional to classification rate from judicial funds of island government.

OFFICE APPLIANCE GROUP

Supervisor, card-punching unit.
Supervisor, duplicating section.
Supervisor, machine tabulation unit.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Senior fiscal accounting clerk.
Senior cash accounting clerk.
Senior accounting clerk.

TRANSLATING AND INTERPRETING GROUP

Senior translator.
Senior interpreter.

PHOTOGRAPHIC AND ART GROUP

Senior photographer.

COMMUNICATIONS GROUP

Chief telegrapher.

INSPECTION GROUP

Inspector of construction.
Inspector of engineering materials.
Inspector of powder.
Assistant radio inspector.
Inspector of safety.
Inspector of ship construction.
Inspector of supplies and equipment.
Assistant inspector of public utilities.

Grade 6

Duties: To perform, under general supervision, exceptionally difficult and responsible office work requiring extended training and experience, the exercise of independent judgment or knowledge of a specialized and complex subject matter, or both, and a thorough knowledge of office procedure and practice or to serve as the recognized authority or adviser in matters requiring long experience and exceptional knowledge of the most difficult and complicated procedure or of a very difficult and complex subject, or to supervise a large or important office organization engaged in difficult or varied work.

GENERAL GROUP

Principal clerk.

WEIGHT GROUP

Principal weight clerk.

STENOGRAPHY, TYPING, AND CORRESPONDENCE GROUP

Principal clerk-stenographer.
Senior stenographic reporter.

MAIL, FILE, AND RECORD GROUP

Principal mail, file, and record clerk.

PURCHASE AND SUPPLY GROUP

Principal property and supply clerk.
Principal storekeeper.
Principal purchasing clerk.

TRANSPORTATION RATE AND TRAFFIC GROUP

Principal traffic clerk.

OFFICE APPLIANCE GROUP

Senior supervisor, duplicating section.
Senior supervisor, machine tabulation unit.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Principal fiscal accounting clerk.
Principal cash accounting clerk.
Principal accounting clerk.

LEGAL GROUP

Principal law clerk.

TRANSLATING AND INTERPRETING GROUP

Principal translator.
Principal interpreter.

PHOTOGRAPHIC AND ART GROUP

Principal photographer.

Grade 7

Duties: To perform, under general supervision, responsible office work along specialized and technical lines requiring specialized training and experience and the exercise of independent judgment, or as chief clerk to supervise the general business operations of a small, independent establishment or a minor bureau or division of an executive department, or to supervise a large or important office organization engaged in difficult and specialized work.

GENERAL GROUP

Junior administrative assistant.

MAIL, FILE, AND RECORD GROUP

Head mail, file, and record clerk.

PURCHASE AND SUPPLY GROUP

Junior property and supply officer.
Junior purchasing agent.

TRANSPORTATION RATE AND TRAFFIC GROUP

Traffic manager.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Junior fiscal accountant.
Junior cashier.
Junior accountant.

PHOTOGRAPHIC AND ART GROUP

Head photographer.

PIER SUPERINTENDENCE GROUP

Pier superintendent.

SHOP PROGRESS, PLANNING, AND ESTIMATING GROUP

Senior progressman.

INSPECTION GROUP

Senior inspector of construction.
Senior inspector of engineering materials.
Senior inspector of powder.
Inspector of public utilities.
Radio inspector.
Senior inspector of ship construction.
Senior inspector of supplies and equipment.

Grade 8

Duties: To perform, under general supervision, difficult and responsible office work along specialized and technical lines requiring specialized training and experience and the exercise of independent judgment, or to supervise a large or important office organization engaged in work involving specialized training on the part of the employees.

GENERAL GROUP

Administrative assistant.[4]

PURCHASE AND SUPPLY GROUP

Assistant property and supply officer.
Assistant purchasing agent.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Associate fiscal accountant.
Cashier.
Associate accountant.

COMMUNICATIONS GROUP

Cable traffic supervisor.

Grade 9

Duties: To perform, under general supervision, exceptionally difficult and responsible office work along specialized and technical lines, requiring considerable specialized training and experience and the exercise of independent judgment, or as chief clerk, to supervise the general business operations of a large independent establishment or a major bureau or division of an executive department, or to supervise a large or important office organization engaged in work involving technical training on the part of the employees.

GENERAL GROUP

Senior administrative assistant.

PURCHASE AND SUPPLY GROUP

Property and supply officer.
Purchasing agent.

TRANSPORTATION RATE AND TRAFFIC GROUP

Senior traffic manager.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Fiscal accountant.
Senior cashier.
Accountant.

SHOP PROGRESS, PLANNING, AND ESTIMATING GROUP

Senior planner and estimator.
Principal progressman.

INSPECTION GROUP

Senior radio inspector.
Chief inspector of supplies and equipment.
Principal inspector of construction.
Principal inspector of engineering materials.

SUPERINTENDENT OF MECHANICAL SHOPS GROUP

Junior assistant for manufacturing.
Junior assistant to manufacturing officer.
Junior assistant to ordnance superintendent.
Junior assistant to planning and estimating superintendent.
Junior assistant to plant superintendent.
Junior assistant to shop superintendent.

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[4] Secretary to commandant, Naval station, Tutuila, Samoa, allowed $1,800 per annum additional to classification rate from funds of island government, for duty as chief justice of the high court of American Samoa.

Grade 10

Duties: To perform, under general supervision, the most difficult and responsible office work along specialized and technical lines, requiring extended training, considerable experience, and the exercise of independent judgment, or to supervise a large or important office organization engaged in work involving considerable technical training and experience on the part of the employees.

GENERAL GROUP

Junior administrative officer.

PURCHASE AND SUPPLY GROUP

Senior property and supply officer.
Senior purchasing agent.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Senior fiscal accountant.
Principal cashier.
Senior accountant.

Grade 11

Duties: To perform the most difficult and responsible office work along specialized and technical lines, requiring extended training and experience, and the exercise of independent judgment, or to supervise a large or important office organization engaged in work involving extended training and considerable experience on the part of the employees.

GENERAL GROUP

Administrative officer.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Principal fiscal accountant.
Principal accountant.

SHOP PROGRESS, PLANNING, AND ESTIMATING GROUP

Principal planner and estimator.
Head progressman.

INSPECTION GROUP

Supervisor of radio inspection, class 2.
Chief inspector of engineering materials.

SUPERINTENDENT OF MECHANICAL SHOPS GROUP

Senior assistant to shop superintendent.

Grade 12

Duties: To perform the most difficult and responsible office work along specialized and technical lines, requiring extended training and experience, the exercise of independent judgment, and the assumption of full responsibility for results, or to supervise a large and important office organization engaged in work involving extended training and experience on the part of the employees.

GENERAL GROUP

Senior administrative officer.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Head fiscal accountant.
Chief cashier.
Head accountant.

SHOP PROGRESS, PLANNING, AND ESTIMATING GROUP

Head planner and estimator.

INSPECTION GROUP

Supervisor of radio inspection, class 1.

Grade 13

Duties: To act as assistant head of a major bureau, or to act as administrative head of a major subdivision of such a bureau, or to act as head of a small bureau, in case professional or scientific training is not required, or to supervise the design and installation of office systems, methods, and procedures, or to perform work of similar importance, difficulty, and responsibility.

GENERAL GROUP

Principal administrative officer.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Chief fiscal accountant.
Chief accountant.

SUPERINTENDENT OF MECHANICAL SHOPS GROUP

Principal assistant for production.

Grade 14

Duties: To act as assistant head of one of the largest and most important bureaus, or to act as head of a major bureau, in case professional or scientific training is not required, or to supervise the design of systems of accounts for use by private corporations subject to regulation by the United States, or to act as the technical consultant to a department head or a commission or board in connection with technical or fiscal matters, or to perform work of similar importance, difficulty, and responsibility.

GENERAL GROUP

Head administrative officer.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Senior chief fiscal accountant.
Senior chief accountant.

Titles of classes in certain groups:

GENERAL GROUP

Clerk:
  Materials.

ACCOUNTING, AUDITING, AND FISCAL GROUP

Fiscal accountant:
  Cost
Accountant:
  Commercial cost

INSPECTION GROUP

Inspector of engineering materials:
- Aeronautical.
- Electrical.
- Mechanical.
- Optical.
- Ordnance.

Inspector of construction:
- Electrical.
- Mechanical.

Inspector of ship construction:
- Electrical.
- Mechanical.

Inspector of supplies and equipment:
- Chinaware.
- Clothing.
- Shoes.
- Provisions.
- Textiles.

PROFESSIONAL AND SCIENTIFIC SERVICE

GROUP IVB

The professional and scientific service includes all classes of positions, the duties of which are to perform routine, advisory, administrative, or research work which is based upon the established principles of a profession or science, and which requires professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing.

SALARY RANGES

(Per annum)

Grade 1	$2, 000	$2, 100	$2, 200	$2, 300	$2, 400	$2, 500	$2, 600
Grade 2	2, 600	2, 700	2, 800	2, 900	3, 000	3, 100	3, 200
Grade 3	3, 200	3, 300	3, 400	3, 500	3, 600	3, 700	3, 800
Grade 4	3, 800	4, 000	4, 200	4, 400	4, 600		
Grade 5	4, 600	4, 800	5, 000	5, 200	5, 400		
Grade 6	5, 600	5, 800	6, 000	6, 200	6, 400		
Grade 7	6, 500	7, 000	7, 500				

GRADE 1

Duties: To perform, under immediate supervision, simple and elementary work requiring professional, scientific, or technical training as herein specified but little or no experience.

PHYSICAL SCIENCE GROUP

Junior chemist.
Junior mathematician.
Junior metallurgist.
Junior physicist.

TECHNOLOGY GROUP

Junior technologist.

ENGINEERING GROUP

Junior aeronautical engineer.
Junior architect.
Junior architectural engineer.
Junior chemical engineer.
Junior civil engineer.
Junior electrical engineer.
Junior marine engineer.
Junior materials engineer.
Junior mechanical engineer.
Junior naval architect.
Junior ordnance engineer.
Junior petroleum engineer.
Junior radio engineer.
Junior structural engineer.
Junior topographic engineer.
Junior welding engineer.

LIBRARIAN GROUP

Junior librarian.

GRADE 2

Duties: To perform, under immediate or general supervision, individually or with a small number of subordinates, work requiring professional, scientific, or technical training as herein specified, previous experience, and, to a limited extent, the exercise of independent judgment.

PHYSICAL SCIENCE GROUP

Assistant chemist.
Assistant mathematician.
Assistant metallurgist.
Assistant nautical scientist.
Assistant physicist.

TECHNOLOGY GROUP

Assistant technologist.

ENGINEERING GROUP

Assistant aeronautical engineer.
Assistant architect.
Assistant architectural engineer.
Assistant ceramic engineer.
Assistant chemical engineer.
Assistant civil engineer.
Assistant construction engineer.
Assistant electrical engineer.
Assistant hydrographic engineer.
Assistant landscape architect.
Assistant marine engineer.
Assistant materials engineer.
Assistant mechanical engineer.
Assistant naval architect.
Assistant ordnance engineer.
Assistant petroleum engineer.
Assistant radio engineer.
Assistant structural engineer.
Assistant topographic engineer.
Assistant welding engineer.

LIBRARIAN GROUP

Assistant librarian.

GRADE 3

Duties: To perform, individually or with a small number of trained assistants, under general supervision but with considerable latitude for the exercise of independent judgment, responsible work requiring extended professional, scientific, or technical training and considerable previous experience.

PHYSICAL SCIENCE GROUP

Associate chemist.
Associate mathematician.
Associate metallurgist.
Associate nautical scientist.
Associate physicist.
Associate technologist.

ENGINEERING GROUP

Associate aeronautical engineer.
Associate airplane pilot.
Associate architect.
Associate architectural engineer.
Associate chemical engineer.
Associate civil engineer.
Associate construction engineer.
Associate electrical engineer.
Associate hydrographic engineer.
Associate marine engineer.
Associate materials engineer.
Associate mechanical engineer.
Associate naval architect.
Associate ordnance engineer.
Associate petroleum engineer.
Associate radio engineer.
Associate structural engineer.
Associate topographic engineer.
Associate welding engineer.

LIBRARIAN GROUP

Associate librarian.

WAR GAME GROUP

Associate war game expert.

GRADE 4

Duties: To perform, under general supervision, difficult and responsible work requiring considerable professional, scientific, or technical training and experience, and exercise of independent judgment.

PHYSICAL SCIENCE GROUP

Chemist
Mathematician.
Metallurgist.
Nautical scientist.
Physicist.

ENGINEERING GROUP

Aeronautical engineer.
Architect.
Architectural engineer.
Chemical engineer.
Civil engineer.
Construction engineer.
Electrical engineer.
Hydrographic engineer.
Marine engineer.
Materials engineer.
Mechanical engineer.
Naval architect.
Ordnance engineer.
Petroleum engineer.
Radio engineer.
Structural engineer.
Topographic engineer.
Welding engineer.

LIBRARIAN GROUP

Librarian.

WAR GAME GROUP

War game expert.

GRADE 5

Duties: To perform, under general administrative supervision, important specialized work requiring extended professional, scientific, or technical training and experience, the exercise of independent judgment, and the assumption of responsibility for results, or for the administration of a small scientific or technical organization.

PHYSICAL SCIENCE GROUP

Senior chemist.
Senior mathematician.
Senior metallurgist.
Senior physicist.

ENGINEERING GROUP

Senior aeronautical engineer.
Senior chemical engineer.
Senior civil engineer.
Senior construction engineer.
Senior electrical engineer.
Senior marine engineer.
Senior materials engineer.
Senior mechanical engineer.
Senior naval architect.
Senior ordnance engineer.
Senior petroleum engineer.
Senior radio engineer.
Senior topographic engineer.
Senior welding engineer.

EDUCATION GROUP

Senior supervisor of educational activities.

GRADE 6

Duties: To act as assistant head of a major professional or scientific organization, or to act as administrative head of a major subdivision of such an organization, or to act as head of a small professional or scientific organization, or to serve as consulting specialist, or independently to plan, organize, and conduct investigations in original research or development work in a professional, scientific, or technical field.

PHYSICAL SCIENCE GROUP

Principal chemist.
Principal metallurgist.
Principal physicist.

ENGINEERING GROUP

Principal airship pilot.
Principal aeronautical engineer.
Principal chemical engineer.
Principal civil engineer.
Principal construction engineer.
Principal electrical engineer.
Principal marine engineer.
Principal materials engineer.
Principal mechanical engineer.
Principal naval architect.
Principal ordnance engineer.
Principal petroleum engineer.
Principal topographic engineer.
Principal welding engineer.

Grade 7

Duties: To act as assistant head of one of the largest and most important professional or scientific bureaus, or to act as the scientific and administrative head of a major professional or scientific bureau, or to act as professional consultant to a department head or a commission or board dealing with professional, scientific, or technical problems, or to perform professional or scientific work of equal importance, difficulty, and responsibility.

PHYSICAL SCIENCE GROUP

Head chemist.

Titles of classes in certain groups:

TECHNOLOGY GROUP

Technologist:
  Rubber.
  Textiles.

SUBPROFESSIONAL SERVICE

Group IVb

The subprofessional service includes all classes of positions the duties of which are to perform work which is incident, subordinate, or preparatory to the work required of employees holding positions in the professional and scientific service, and which requires or involves professional, scientific, or technical training of any degree inferior to that represented by graduation from a college or university of recognized standing.

SALARY RANGES

(Per annum)

Grade 1	$1, 020	$1, 080	$1, 140	$1, 200	$1, 260	$1, 320	$1, 380
Grade 2	1, 260	1, 320	1, 380	1, 440	1, 500	1, 560	1, 620
Grade 3	1, 440	1, 500	1, 560	1, 620	1, 680	1, 740	1, 800
Grade 4	1, 620	1, 680	1, 740	1, 800	1, 860	1, 920	1, 980
Grade 5	1, 800	1, 860	1, 920	1, 980	2, 040	2, 100	2, 160
Grade 6	2, 000	2, 100	2, 200	2, 300	2, 400	2, 500	2, 600
Grade 7	2, 300	2, 400	2, 500	2, 600	2, 700	2, 800	2, 900
Grade 8	2, 600	2, 700	2, 800	2, 900	3, 000	3, 100	3, 200

Grade 1

Duties: To perform, under immediate supervision, the simplest routine work in a professional, scientific, or technical organization.

SCIENCE GROUP

Minor physical science aide.
Minor laboratory helper.

GRADE 2

Duties: To perform, under immediate supervision, assigned subordinate work of a professional, scientific, or technical character, requiring limited training or experience, but not the exercise of independent judgment.

SCIENCE GROUP

Under physical science aide.
Under laboratory helper.

ENGINEERING GROUP

Apprentice engineering draftsman.
Under engineering aide.

LIBRARY GROUP

Minor library assistant.

GRADE 3

Duties: To perform, under immediate supervision, subordinate work of a professional, scientific, or technical character, requiring considerable training or experience, but not the exercise of independent judgment.

SCIENCE GROUP

Junior physical science aide.
Junior laboratory helper.

ENGINEERING GROUP

Junior engineering draftsman.
Junior engineering aide.

LIBRARY GROUP

Under library assistant.

GRADE 4

Duties: To perform, under immediate supervision, subordinate work of a professional, scientific, or technical character, requiring considerable training or experience, and, to a limited extent, the exercise of independent judgment.

SCIENCE GROUP

Assistant physical science aide.

ENGINEERING GROUP

Assistant engineering draftsman.
Assistant engineering aide.

LIBRARY GROUP

Junior library assistant.

EDUCATION GROUP

Assistant teacher of school activities.

GRADE 5

Duties: To perform, under immediate or general supervision, subordinate work of a professional, scientific, or technical character requiring a thorough knowledge of a limited field of professional, scientific, or technical work, and the exercise of independent judgment, or to supervise the work of a small number of employees performing duties of an inferior grade in the subprofessional service.

SCIENCE GROUP

Physical science aide.

ENGINEERING GROUP

Engineering draftsman.

Engineering aide.

LIBRARY GROUP

Library assistant.

EDUCATION GROUP

Teacher of school activities.

MUSEUM AIDE GROUP

Museum aide.

GRADE 6

Duties: To perform, under immediate or general supervision, subordinate but difficult and responsible work of a professional, scientific, or technical character, requiring a thorough knowledge of a limited field of professional, scientific, or technical work, and the exercise of independent judgment, or to supervise the work of a small number of employees holding positions in grade 5 of this service.

SCIENCE GROUP

Senior physical science aide.

ENGINEERING GROUP

Senior engineering draftsman.

Senior engineering aide.

TOOL AND GAGE DESIGNER GROUP

Tool and gage designer.

LIBRARY GROUP

Senior library assistant.

EDUCATION GROUP

Instructor of school activities.

ILLUSTRATOR GROUP

Senior illustrator.

GRADE 7

Duties: To perform, under general supervision, subordinate but responsible work of a professional, scientific, or technical character requiring a working knowledge of the principles of the profession, art, or science involved, and the exercise of independent judgment, or to supervise the work of a small number of employees holding positions in grade 6 of this service.

SCIENCE GROUP

Principal physical science aide.

ENGINEERING GROUP

Principal engineering draftsman.
Principal engineering aide.

TOOL AND GAGE DESIGNER GROUP

Senior tool and gage designer.

GRADE 8

Duties: To perform, under general supervision, subordinate but difficult and responsible work of a professional, scientific, or technical character requiring a thorough working knowledge of the principles of the profession, art, or science involved, and the exercise of independent judgment, or to supervise the work of a small number of employees holding positions in grade 7 of this service.

ENGINEERING GROUP

Chief engineering draftsman.
Chief engineering aide.

TOOL AND GAGE DESIGNER GROUP

Chief tool and gage designer.

Titles of classes in certain groups:

SCIENCE GROUP

Physical science aide:
- Chemistry.
- Metallurgy.
- Nautical.
- Physics.
- Refractories.

ENGINEERING GROUP

Engineering draftsman:
- Aeronautical.
- Architectural.
- Civil.
- Electrical.
- Marine engine and boiler.
- Mechanical.
- Ordnance.
- Piping.
- Radio.
- Ship.
- Structural.
- Topographic.
- Topographic and subsurface.

Engineering aide:
- Aeronautical.
- Civil.
- Electrical.
- Marine.
- Materials.
- Mechanical.
- Metallurgy.
- Nautical.
- Ordnance.
- Radio.

CUSTODIAL SERVICE

GROUP IVB

The custodial service includes all classes of positions the duties of which are to supervise or to perform manual work involved in the custody and protection of public buildings, premises, and equipment, and the transmission of official papers.

SALARY RANGES

(Per annum)

Grade 1	$600	$660	$720	$780	$840		
Grade 2	1,080	1,140	1,200	1,260	1,320	$1,380	
Grade 3	1,200	1,260	1,320	1,380	1,440	1,500	
Grade 4	1,320	1,380	1,440	1,500	1,560	1,620	$1,680
Grade 5	1,500	1,560	1,620	1,680	1,740	1,800	1,860
Grade 6	1,680	1,740	1,800	1,860	1,920	1,980	2,040
Grade 7	1,860	1,920	1,980	2,040	2,100	2,200	2,300
Grade 8	2,000	2,100	2,200	2,300	2,400	2,500	2,600
Grade 9	2,300	2,400	2,500	2,600	2,700	2,800	2,900

GRADE 1

Duties: To run errands, to check parcels, or to perform other light manual or mechanical tasks with little or no responsibility.

MESSENGER GROUP

Junior messenger.

GRADE 2

Duties: To handle desks, mail sacks, and other heavy objects; to operate elevators, or to perform other work of similar character.

MESSENGER GROUP

Messenger.

ELEVATOR OPERATION GROUP

Elevator conductor.

GRADE 3

Duties: To perform, under immediate supervision, custodial or manual office work with some degree of responsibility, such as guarding office or storage buildings; operating paper-cutting, canceling, envelope-opening or envelope-sealing machines; running errands and doing light manual or mechanical tasks with some responsibility; carrying important documents from one office to another; or attending the door and private office of a department head or other public officer.

MESSENGER GROUP

Senior messenger.

MOTORCYCLE MESSENGER GROUP

Motorcycle messenger.

ELEVATOR OPERATION GROUP

Senior elevator conductor.

GUARD GROUP

Guard.[1]

GRADE 4

Duties: To perform, under general supervision, custodial work of a responsible character, such as directly supervising a small detachment of watchmen or building guards.

MESSENGER GROUP

Head messenger.

ELEVATOR OPERATION GROUP

Head elevator conductor.

GUARD GROUP

Senior guard.

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[1] Titles of classes of guard:
Shipkeeper.
Watchman.

GRADE 5

Duties: To have general supervision over a small force of watchmen or building guards, or to have direction of a considerable detachment of such employees, or to perform other work of similar character.

ELEVATOR OPERATION GROUP

Elevator dispatcher.

GUARD GROUP

Master-at-arms.
Principal guard.

GRADE 6

Duties: To assist in the supervision of a large force of watchmen and building guards, or to have general supervision over smaller forces, or to perform other work of similar character.

GUARD GROUP

Head guard.

GRADE 7

Duties: To have general supervision over large forces of watchmen and building guards or to perform other work of similar character.

GUARD GROUP

Assistant chief master-at-arms.
Senior guard officer.

GRADE 8

Duties: To direct supervisory and office assistants, watchmen, elevator conductors, messengers, and other employees engaged in the custody and protection of a small building, or to assist in the direction of such employees when engaged in similar duties in a large building, or to perform other custodial work of equal difficulty and responsibility.

GUARD GROUP

Chief master-at-arms.
Principal guard officer.

GRADE 9

Duties: To direct supervisory and office assistants, watchmen, elevator conductors, messengers, and other employees engaged in the custody and protection of a large building, or to assist in the direction of such employees when engaged in similar duties in a group of buildings; or to perform other custodial work of equal difficulty and responsibility.

GUARD GROUP

Chief guard officer.

INVESTIGATION GROUP

Junior investigator.

PART-TIME EMPLOYEES, NOT INCLUDED IN FOREGOING SERVICES

GROUP IVB

Custodian (Middle and Orchard Point, Wash.); $240 per annum.

Janitress (United States Naval Reserve Armory, New Orleans, La.); $120 per annum and quarters, light and water, compensation having been fixed in consideration thereof.

Custodian (United States Naval Live Oak Reservation, Santa Rosa County, Fla.); allowed use of land in lieu of compensation.

Caretaker (radio compass station, Palemano Point, Hawaii); $60 per annum.

EXCEPTED POSITIONS

Custodian (naval reservation, Jamestown Bay, Alaska); allowed use of property in lieu of compensation.

Custodian (naval radio station, Sitka, Alaska); allowed use of land in lieu of compensation.

Telephone switchboard operator (office of naval attaché, Berlin, Germany); $600 per annum.

Dentist (naval hospital, Island of Guam); $1,200 per annum.

Custodian (naval radio station, Hanscom, Alaska); allowed to occupy quarters with family in lieu of compensation.

RATES OF PAY FOR THE FOLLOWING SERVICES WITHIN CONTINENTAL LIMITS OF THE UNITED STATES AND HAWAII, FIXED BY THE SECRETARY OF THE NAVY THROUGH WAGE BOARD PROCEDURE, UNDER ACTS OF JULY 16, 1862, AND MARCH 28, 1934[1]

MARITIME SERVICE

Group II

	Per annum
Boathand, ferry	$1,350.
Deckhand	$1,350.
Deckhand (New York)	$1,500, $1,440, $1,350.
Marine oiler	Hourly rate for oiler ×8×261.

Group III

	Per annum
Marine engineman	Hourly rate for engineman ×8×261.
Marine fireman	Hourly rate for fireman ×8×261.

Group IVa

	Per annum
Barge captain	$1,790.
Ferry master	$2,300, $2,100, $1,900.
Master (freight lighter)	$2,100.
Mate	$1,690.
Pilot (river) (Naval Proving Ground)	$2,400.
Pilot (river) and tug master (Navy Yard, Philadelphia, Pa.).	$2,900, $2,700, $2,400.
Pilot (seagoing) (Navy Yard, Charleston, S. C.)	$3,000, $2,800, $2,600.
Pilot (seagoing) and tug master	$4,000, $3,800, $3,600, $3,400, $3,200, $3,000.
Tug master	$2,800, $2,690, $2,500, $2,350, $2,200, $2,020.

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[1] Also professors and instructors at Naval Academy, whose compensation is fixed by the Secretary of the Navy.

LABORER, HELPER, AND MECHANICAL SERVICE

The rates of pay given below are intermediate rates. The maximum rate is $0.06 per hour more than the intermediate rate, and the minimum rate is $0.06 per hour less than the intermediate rate

Trade or occupation	Boston	Newport	New York	Philadelphia	Washington	Norfolk	South Charleston	Charleston	Pensacola	San Diego	Mare Island	Puget Sound	Great Lakes	Pearl Harbor
Group I	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*
Attendant, building (Naval Academy)					$0.42									
Laborer, common	$0.66	$0.62	$0.66	$0.64	[1] .58	$0.50	$0.57	$0.41	$0.43	$0.66	$0.66	$0.66	$0.63	$0.56
Group II														
Apprentice:														
First-class	.70	.70	.70	.70	.70	.70		.70	.70	.70	.70	.70		.70
Second-class	.58	.58	.58	.58	.58	.58		.58	.58	.58	.85	.58		.58
Third-class	.46	.46	.46	.46	.46	.46		.46	.46	.46	.46	.46		.46
Fourth-class	.34	.34	.34	.34	.34	.34		.34	.34	.34	.34	.34		.34
Attendant:														
Battery					.68									
Powder factory					[2] .92 .86 .80 .74									
Hammer runner:														
Heavy	.74		.74	.74	.74	.69		.69						.74
Others	.69		.71	.71	.70	.66		.66						.68
Helper:														
Aircraft mechanic's, general		.65		.68		.62			.60	.70	.70	.70		.68
Aviation instrument maker's		.65		.68		.62			.60	.70	.70			.68
Blacksmith's:														
Heavy fires	.73		.76	.74	.73	.65		.64			.78	.78		.72
Other fires	.72		.71	.69	.68	.59		.59	.60	.73	.73	.73		.68
Boilermaker's	.70		.68	.70	.68	.64		.63	.59		.75	.75		.68
Coppersmith's	.73		.68	.68	.63	.59		.56	.56		.70	.75		.68
Electrician's	.70	.70	.70	.70	.70	.62		.62	.62	.74	.74	.74	.69	.70

Flange turner's	.73		.76	.74		.65		.64			.78	.78		.72
Forger's, heavy	.73		.76	.74		.65		.64			.78	.78		.72
General	.69	.65	.70	.68	.68	.59	.69	.56	.57	.68	.74	.74	.66	.68
Machinist's	.71	.67	.70	.68	.68	.62		.59	.60	.74	.74	.74	.69	.68
Metalsmith's		.65				.62			.60	.70	.74	.74		.68
Molder's	.68		.70	.63	.63	.62		.56	.56		.69	.69		.68
Navigational instrument maker's					.68									
Pipefitter's	.74		.70	.70	.70	.60		.59	.60	.74	.74	.74	.69	.70
Rigger's	.70	.65	.70	.70	.68	.59		.56	.59	.74	.74	.74	.69	.68
Ropemaker's	.69													
Sheet-metal worker's	.71		.69	.66	.64	.60		.56	.60	.70	.74	.74		.68
Shipfitter's	.73		.70	.68		.60		.59	.59		.74	.74		.68
Trainee	.69	.65	.70	.68	.68	.59		.56			.74	.74		.68
Woodworker's	.70	.65	.70	.69	.65	.63		.56	.57	.72	.74	.74		.70
Hod carrier			.71		.69	.62		.62				.72		.71
Holder on	.75		.80	.72		.69		.65			.90	.90		.84
Laborer, classified	.66	.62	.66	.64	[3] .58	.50	.57	.41	.43	.66	.66	.66	.63	.56
Oiler	.83	.78	.84	.78	.79	.78			.72			.84		.87
Press feeder, folder, stitcher, etc. (P. S.)				.74				.44	.49					
Primer worker, female		.52												
Rivet heater	.64		.66	.62		.53		.52			.71	.71		.69
Sand blaster	.81	.78	.86	.81	.81	.78		.78	.75	.84	.81	.81		.81
Stable keeper				.62					.62					
Stevedore	.88	.88	.88	.88		.80		.68	.68	.86	.86	.86		.86
Teamster	.66		.70		.62	.52			.48	.69			.69	
Group III														
Aircraft-fabric worker		.68		.70		.62			.61	.72	.72			.87
Aircraft instrument mechanic		1.02		1.04	1.04	1.04			1.01	1.05	1.05	1.11		1.18

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[1] The intermediate rate for laborer, common, at the Naval Powder Factory, Indian Head, Md., and Naval Proving Ground, Dahlgren, Va., is $0.54 per hour.

[2] The maximum rate is $0.98 per hour and the minimum rate is $0.68 per hour.

[3] The intermediate rate for laborer, classified, at the Naval Powder Factory, Indian Head, Md., and at the Naval Proving Ground, Dahlgren, Va., is $0.54 per hour.

LABORER, HELPER, AND MECHANICAL SERVICE—Continued

The rates of pay given below are intermediate rates. The maximum rate is $0.06 per hour more than the intermediate rate, and the minimum rate is $0.06 per hour less than the intermediate rate.

Trade or occupation	Boston	Newport	New York	Philadelphia	Washington	Norfolk	South Charleston	Charleston	Pensacola	San Diego	Mare Island	Puget Sound	Great Lakes	Pearl Harbor
Group III—Continued														
Aircraft mechanic:	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*
General		$0. 98		$1. 00	$1. 00	$1. 00			$0. 95	$1. 05	$1. 06	$1. 06		$1. 13
Motor		. 98		1. 00	1. 00	1. 00			. 95	1. 05	1. 06	1. 06	$1. 02	1. 13
Ordnance						1. 00			. 95	1. 05	1. 06			
Angle smith:														
Heavy fires	$1. 10		$1. 13	1. 13		1. 06		$1. 04				1. 16		1. 24
Other fires	. 98		1. 01	. 94		. 94		. 89				1. 04		1. 12
Automotive mechanic					. 94			. 89	. 89	1. 00	1. 00			
Blacksmith:														
Heavy fires	1. 12		1. 13	1. 06	1. 06	1. 06		1. 01			1. 25	1. 20		1. 25
Other fires	1. 00	. 96	1. 03	1. 03	. 94	. 94		. 89	. 94	1. 04	1. 05	1. 04		1. 12
Boat builder	1. 02		1. 05	1. 00	1. 00	1. 00			. 96	1. 11	1. 13	1. 13		1. 19
Boilermaker	1. 00	. 98	1. 05	1. 04	. 99	. 99		. 96	. 93	1. 06	1. 06	1. 09	. 99	1. 12
Box maker	. 69	. 66	. 72	. 72	. 68	. 66		. 64		. 77	. 72	. 72	. 72	. 81
Brakeman	. 92		. 92	. 92	. 92	. 92	$0. 92	. 92			. 94	. 94		1. 00
Buffer and polisher	. 94	. 94	. 94	. 94	. 94	. 94			. 93	1. 01	1. 01	1. 01		1. 10
Calker and chipper, iron	. 98		1. 01	. 95		. 95		. 93	. 90		1. 04	1. 09		1. 12
Calker, wood	. 95		1. 02	. 95	. 95	. 95		. 93	. 90		1. 05	1. 14		1. 14
Cement finisher	1. 05		1. 06	1. 02	1. 02	1. 00	1. 00	1. 00	1. 00	1. 12	1. 12	1. 12	1. 06	1. 20
Cement worker	. 72	. 68		. 70	. 68	. 56	. 63	. 47	. 49	. 72	. 72	. 72		. 76
Chain maker	1. 04													
Chauffeur	. 86	. 78	. 84	. 84	. 79	. 70	. 79	. 62	. 64	. 92	. 94	. 94	. 80	. 75
Coffee roaster			1. 05								1. 05			
Conductor, railroad			. 97	. 97	. 97	. 97		. 97			. 99	. 99		
Cooper	. 84		. 86			. 76					. 88	. 94		
Coppersmith	1. 06	1. 06	1. 13	1. 13	1. 13	1. 05		. 96	. 95		1. 12	1. 15		1. 17
Craneman, electric (under 20 tons)	. 86	. 79	. 85	. 87	. 84	. 84		. 76	. 79	. 88	. 88	. 88		. 96

Crystal oscillator maker					.93									
Cupola tender	.88		.92	.84	.84	.84		.75			.94	.94		1.02
Die sinker	1.14		1.17	1.12	1.12	1.12				1.20	1.23	1.18		1.24
Diver [4]	2.22	2.22	2.22	2.22		2.22		2.22	2.22	2.22	2.22	2.22		2.26
Dredge operator								1.14						
Driller	.92		.90	.90		.78		.78			.94	.96		.96
Electrician	1.10	1.06	1.12	1.06	1.10	1.06	1.04	1.06	1.06	1.13	1.13	1.13	1.08	1.22
Electroplater	1.00	.98	1.06	.99	.99	.99		.92	.98	1.02	1.13	1.13		1.18
Elevator mechanic			1.26	1.12		1.12				1.05				
Engineman	1.04	1.04	1.04	1.04	1.00	.99	1.03	.92	.93	1.04	1.06	1.06	1.00	1.14
Engineman, hoisting and portable	1.05		1.05	1.05	1.01	1.00		.96	.94	1.10	1.10	1.10		1.14
Engineman, locomotive	1.05		1.05	1.05	1.01	1.00	.92	.96	.94	1.10	1.10	1.10		1.14
Engineman, locomotive, electric					1.02	1.00					1.06			
Fireman	.82	.82	.84	.84	.80	.78	.84	.74	.74	.93	.94	.92	.83	.95
Flange turner	1.01		1.07	.99	.99	.99		.98			1.07	1.07		1.14
Forger:														
Drop	1.01		1.04	.93	.93	.93					1.02	1.00		1.08
Heavy	1.54		1.58	1.52	1.52	1.52		1.50			1.60	1.60		1.68
Light	1.24		1.25	1.18	1.18	1.18		1.13			1.29	1.32		1.36
Foundry chipper	.77	.77	.84	.71	.71	.71		.65			.72	.72		.81
Frame bender	1.01		1.07	1.06		1.06		1.06			1.07	1.10		1.14
Furnace man:														
Foundry	.78	.78	.81	.76	.80	.72		.66	.66		.84	.84		.92
Heater			.78	.78	.78	.78		.72			.78	.78		.84
Heavy forge, heater	.84		.90	.88	.88	.88		.86			.85	.88		.93
Other forge	.72		.81	.72	.71	.71		.66			.78	.78		.84
Galvanizer	.84	.80	.81	.83		.75		.71	.66		.94	.90		.98
Gardener	.73	.70	.75	.75	.70	.70	.70	.70	.70	.70	[5] .82	.87	.70	.90
Gas cutter or burner	.87	.86	.94	.92	.91	.83		.82	.85		.94	.98		.98
Glass apparatus maker					1.38									
Heat treater (aviation)		1.00		1.00	1.00	1.00			.93	1.08	1.08			1.13
Instrument maker	1.05	1.02	1.08	1.04	1.04	1.04		1.01	1.01	1.05	1.11	1.11		1.18
Joiner	1.06	1.00	1.06	1.00	1.00	1.00	.94	.96	.96	1.11	1.13	1.13	1.05	1.19
Ladle man, foundry	.71		.78	.72	.75	.64						.81		.88
Lead burner				1.23	[6] 1.23									

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[4] Only one rate of pay for Diver.

[5] The intermediate rate for gardener at the Naval Ammunition Depot, Hawthorne, Nev., is $1.13 per hour.

[6] For use at Naval Powder Factory, Indian Head, Md., only.

LABORER, HELPER, AND MECHANICAL SERVICE—Continued

The rates of pay given below are intermediate rates. The maximum rate is $0.06 per hour more than the intermediate rate, and the minimum rate is $0.06 per hour less than the intermediate rate.

Trade or occupation	Boston	Newport	New York	Philadelphia	Washington	Norfolk	South Charleston	Charleston	Pensacola	San Diego	Mare Island	Puget Sound	Great Lakes	Pearl Harbor
Group III—Continued	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*
Leather worker	$0.81		$0.87	$0.78	$0.78	$0.76					$0.88			$0.96
Letterer and grainer	1.07	$1.05	1.11	1.05	1.05	1.05			$0.97		1.16	$1.14		1.23
Linoleum layer			1.02	1.00										
Linotype or monotype operator, or compositor				1.06		1.06					1.19	1.19		
Loftsman	1.10		1.10	1.12		1.08		$1.05			1.14	1.14		1.18
Machine operator	.83	.83	.83	.80	.80	.80		.69	.69		.86	.89		.94
Machinist	1.00	.98	1.05	1.00	1.00	1.00	$0.95	.96	.96	$1.05	1.06	1.06	$1.02	1.13
Mason, brick or stone	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.31	1.35	1.35	1.35	1.31	1.43
Mechanic, bombsight					1.26	1.14			1.14	[7] 1.14		[7] 1.14		[8] 1.14
Mechanic, salvage										1.13				
Melter	.89		.93	.87	.87	.87						.94		1.02
Electric	1.20		1.20	1.26	1.20	1.32						1.20		1.29
Open hearth					1.32									
Metallic cartridge case maker					.80									
Metalsmith (aviation)		1.06		1.06	1.06	1.06			1.02	1.13	1.14	1.14		1.22
Millman	1.02		1.06	1.00	1.05	1.00		.99		1.11	1.13	1.13	1.05	1.19
Model maker, wood			1.18		1.21									
Molder	1.10	1.08	1.18	1.12	1.12	1.12		1.07	1.01		1.17	1.16		1.24
Operator, gas plant	.93	.93	.95	.90	.90	1.06		.88	.88		.95	1.02		
Operator, sewage disposal plant											1.00			
Operator, submarine training device			.94											
Optical instrument finisher					.95									
Optical instrument maker				1.05	1.05									
Optical glass grinder and polisher					.93									
Optical parts inspector					.93									
Optical instrument assembler					.87									

Optical polish and wax mixer					.93									
Ordnanceman	.84	.84	.84	.84	.84	.84		.84	.84	.90	.90	.90		.99
Packer	.78	.76	.78	.78	.78	.72		.72	.69	.81	.94	.94	.83	.93
Painter	1.01	1.00	1.05	1.00	1.00	1.00	.94	.92	.92	1.08	1.10	1.10	1.02	1.17
Painter, coach					1.02									
Painter, finish and insignia (aircraft)		1.05		1.05	1.05				1.03	1.08	1.14			1.17
Parachute repairman		.94							.91	1.02	1.02			
Pattern maker	1.17	1.14	1.22	1.19	1.19	1.19		1.14	1.07	1.23	1.34	1.26		1.35
Paver			1.19											
Pipe coverer and insulator	1.04		1.04	1.04	1.00	1.00		1.00			1.11	1.11		1.12
Pipe fitter	1.08	1.06	1.12	1.06	1.06	1.06	1.09	1.04	1.04	1.13	1.13	1.13	1.07	1.22
Plasterer	1.31		1.31	1.31	1.31	1.31		1.31	1.31	1.31	1.35	1.35	1.29	1.43
Plumber	1.08	1.06	1.12	1.06	1.06	1.06	1.02	1.04	1.04	1.13	1.13	1.13	1.07	1.22
Precision lens, prism and test platemaker					1.05									
Printer, job	1.04			1.04	1.04	1.04		.99	.99		1.19	1.19		1.19
Puncher and shearer	.76		.86	.86		.76		.78			.85	.88		.88
Radio mechanic									1.01	1.08	1.08			1.18
Repairman, athletic equipment (N. A.)					P. A. [9] 1500									
Rib stitcher (aviation)					P. H.					.60				.60
Rigger	1.05	.95	1.05	.98	.95	.95		.93	.90	1.06	1.07	1.07	.96	1.14
Rigger, antenna					[10] 1.07									
Riveter	1.01		1.04	.98		.95		.93			1.02	1.09		1.11
Roller, brass, and copper					.86									
Roofer	1.10	1.06	1.12						1.00	1.13				1.22
Ropemaker	.87													
Sailmaker	1.00		1.02	.95	.95	.95		.95	.93		1.07	1.05		1.13
Saw filer	1.11	1.08	1.19	1.08	1.08	1.14		1.08	1.07		1.20	1.16		1.23
Setter, automatic machine tool		.89												
Sewer	.63	.60	.64	.60	.60	.60		.50	.50	.65	.64	.65	.54	.69
Sheet-metal worker	1.08	1.06	1.12	1.06	1.06	1.06		1.01	1.02	1.13	1.14	1.14	1.07	1.22
Ship fitter	1.02		1.04	1.02	.99	1.00		.96	.96	1.06	1.07	1.09		1.12
Shipwright	1.02		1.06	1.00	1.00	1.00		.96	.96	1.11	1.13	1.13		1.19

[7] $1.32 maximum during tenure of present incumbent.

[8] $1.26 maximum during tenure of present incumbent.

[9] Maximum rate. Other rates are $1,440, $1,380, $1,320, $1,260, and $1,200.

[10] For use at High Power Radio Station, Annapolis, Md., only.

LABORER, HELPER, AND MECHANICAL SERVICE—Continued

The rates of pay given below are intermediate rates. The maximum rate is $0.06 per hour more than the intermediate rate, and the minimum rate is $0.06 per hour less than the intermediate rate.

Trade or occupation	Boston	Newport	New York	Philadelphia	Washington	Norfolk	South Charleston	Charleston	Pensacola	San Diego	Mare Island	Puget Sound	Great Lakes	Pearl Harbor
Group III—Continued	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*
Temperer	$1.02	$1.02	------	1.02	$1.02	------	------	------	------	------	------	------	------	------
Tile and plate setter	1.09	------	$1.09	1.09	1.09	------	------	$1.04	$1.04	$1.14	$1.14	$1.14	------	$1.14
Toolmaker	1.08	1.04	1.11	1.06	1.06	$1.06	$0.99	1.01	1.01	1.14	1.14	1.14	------	1.19
Trackman	.80	------	.80	.80	.80	.76	.80	.76	.76	.80	.80	.80	$0.80	.80
Tree surgeon	.96	------	------	------	.96	------	------	.96	------	------	------	------	------	------
Typewriter repairman	------	------	------	------	------	.97	------	------	------	------	------	------	------	1.11
Upholsterer	1.01	.99	1.14	1.09	.99	.99	------	------	.95	1.02	1.14	1.08	------	------
Watch and chronometer repairer	------	------	------	------	[11]1.20	------	------	------	------	1.05	1.05	------	------	1.18
Water tender	.88	.88	.96	.88	.88	.86	------	.84	------	.91	------	------	------	.99
Welder:														
Electric	1.00	1.00	1.04	1.00	.99	.98	------	.95	.94	1.06	1.06	1.06	------	1.13
Gas	1.00	------	1.04	1.00	.99	.98	------	.95	.94	1.06	1.06	1.06	------	1.10
Wharf builder	1.06	.99	1.05	1.04	1.00	1.00	------	.96	.99	1.11	1.13	1.13	------	1.19
Wire worker (aviation)	------	.90	------	.95	------	------	------	------	.89	.90	.90	------	------	1.13

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[11] For use at Naval Observatory, Washington, D. C., only.

SUPERVISORY MECHANICAL SERVICE

GROUP IVA

Master mechanic $22, $20.80, $19.60, $18.40, $17.20, $16 per diem.

TITLES

Master boatbuilder.
Master boilermaker.
Master coppersmith.
Master electrician.
Master joiner.
Master joiner and rigger.
Master joiner and shipwright.
Master machinist.
Master machinist (electrical).
Master machinist (inside).
Master machinist (metal shops).
Master machinist (outside).
Master mechanic.
Master mechanic (assembly and fuze shop).
Master mechanic (brass and iron foundries).
Master mechanic (breech-mechanism shop).
Master mechanic (broadside-mount shop).
Master mechanic (cartridge-case shop).
Master mechanic (covering and varnish shops).
Master mechanic (engine manufacturing shop).
Master mechanic (engine overhaul shop).
Master mechanic (erecting shop).
Master mechanic (final assembly shop).
Master mechanic (forge shop).
Master mechanic (gun shop).
Master mechanic (gun-carriage shop).
Master mechanic (miscellaneous shop).
Master mechanic (Naval Research Laboratory).
Master mechanic (optical shop).
Master mechanic (ordnance).
Master mechanic (pattern and joiner shops).
Master mechanic (power plant).
Master mechanic (power plant and maintenance department).
Master mechanic (public works).
Master mechanic (sight shop).
Master mechanic (sheet metal and structural assembly shops).
Master mechanic (tool shop).
Master mechanic (torpedo-tube shop).
Master molder.
Master painter.
Master pattern maker.
Master pipe fitter and coppersmith.
Master pipe fitter.
Master plumber.
Master plumber and pipe fitter.
Master rigger and laborer.
Master sheet-metal worker.
Master ship fitter.
Master ship fitter and boilermaker.
Master shipwright.
Master shipwright and dockmaster.
Master woodworker.

Foreman $18, $16.80, $15.60, $14.40, $13.20, $12, $10.80 per diem.

TITLES

Foreman boilermaker.
Foreman calker and chipper.
Foreman electrician.
Foreman, erection and test section.
Foreman gardener.
Foreman laborer.
Foreman loftsman.
Foreman machinist.
Foreman machinist (inside).
Foreman mechanic.
Foreman mechanic (forge shop).
Foreman mechanic (hangars and flight test shop).
Foreman mechanic (power plant and maintenance).
Foreman of assembly and repair shops.
Foreman of buildings and grounds.
Foreman of engine overhaul shop.
Foreman of fuel plant.
Foreman of naval supply station (naval operating base, Norfolk, Va.).
Foreman of power plant.
Foreman of public works.
Foreman of transportation.
Foreman of transportation and grounds.
Foreman ordnanceman.
Foreman painter.
Foreman, physical testing laboratory.
Foreman printer.
Foreman rigger.
Foreman ropemaker.
Foreman sailmaker.
Foreman sheet metal shop.
Foreman sheet metal worker.
Foreman ship fitter.
Foreman shipwright.
Foreman shipwright and dockmaster.
Foreman stevedore.
Foreman structural assembly shop.
Foreman toolmaker.
Foreman welder.

Foreman of cold-storage plant (naval operating base, Norfolk, Va.), per diem.[1]	$12, $10. 80, $9. 60.
Foreman mechanic, Naval Home, Philadelphia, Pa.	$2, 600, $2, 500, $2, 400, $2, 300, $2, 200, $2, 100, $2, 000.
Superintendent of grounds, Naval Home, Philadelphia, Pa.	$1, 860, $1, 800, $1, 740, $1, 680, $1, 620, $1, 560, $1, 500.

Chief quarterman, $0.66 per hour more than the maximum pay per hour for his trade or occupation.

Quarterman, $0.44 per hour more than the maximum pay per hour for his trade or occupation, except quarterman laborers, who shall receive $1.20 per hour. The following specific ratings only where authorized by the Department:

Titles	*Based upon—*
Quarterman, fuel depot	Machinist rate.
Quarterman mechanic (engineering experiment station)	1, machinist rate. 1, toolmaker rate.
Quarterman mechanic (naval ammunition depots: Lake Denmark, Dover, N. J., St. Juliens Creek, Portsmouth, Va., and Mare Island, Calif.).	Machinist rate.
Quarterman mechanic (Naval Research Laboratory)	Instrument-maker rate.
Quarterman mechanic, power plant (Navy Yards: Portsmouth, N. H.; New York, N. Y.; Philadelphia, Pa. Charleston, S. C. Naval torpedo station, Newport, R. I., and ninth naval district).	Electrician rate.
Quarterman, plating and polishing shop (Navy Yards, Washington, D. C.).	Electroplater rate.
Quarterman, public works	Joiner rate.

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[1] Present incumbent shall receive $10.88 per diem during his tenure.

Quarterman, transportation (Navy Yards: Boston, Mass., New York, N. Y., Philadelphia, Pa., and Charleston, S. C.)	Engineman rate
Quarterman, transportation (Navy Yards, Washington, D. C.).	Engineman, H. & P. rate.

Leadingman $0.22 per hour more than the maximum pay per hour for his trade or occupation, except leadingmen laborers, who shall receive $1 per hour. The following specific ratings only where authorized by the Department:

Titles	*Based upon—*
Leadingman, buildings and grounds (Naval Academy)	Joiner rate.
Leadingman, fuel depot	Machinist rate.
Leadingman, fuel-oil station (Norfolk and Yorktown, Va.)	Do.
Leadingman, gasoline plant (Norfolk, Va.)	Do.
Leadingman mechanic (Naval Boiler Laboratory)	Engineman rate.
Leadingman mechanic (Naval Research Laboratory)	Instrument-maker rate.
Leadingman mechanic (Naval ammunition depots: Iona Island, N. Y.; Lake Denmark, Dover, N. J.; Fort Mifflin, Pa.; St. Juliens Creek, Portsmouth, Va. and Mare Island, Calif.)	Machinist rate.
Leadingman, plating and polishing shop (Navy Yard, Washington, D. C.).	Electroplater rate.
Leadingman mechanic, power plant (engineering experiment station, Annapolis, Md. and naval air station, Pensacola, Fla.).	Machinist rate.
Leadingman mechanic, power plant (Navy Yards: New York, N. Y.; Philadelphia, Pa.; Charleston, S. C. Naval torpedo station, Newport, R. I., and ninth naval district).	Electrician rate.
Leadingman, public works	Joiner rate.
Leadingman, transportation (naval air station, Anacostia, D. C. and Navy Yard, Philadelphia, Pa.).	Machinist rate.
Leadingman, transportation (Navy Yards: Portsmouth, N. H.; Boston, Mass., and Charleston, S. C., and Naval Powder Factory).	Engineman rate.
Leadingman, transportation (Navy Yard, Washington, D. C.).	Engineman, H. & P. rate.

Leader, $0.06 per hour more than the maximum pay per hour for his trade or occupation. The following specific title only where authorized by the Department:

Title	*Based upon—*
Leader, public works (eleventh naval district)	Joiner rate.

Quartermen, leadingmen, and leaders shall be designated by their specific trade or rating, such as quarterman boatbuilder, leadingman boilermaker, leader joiner, etc., except where a specific title and rate of pay have been authorized by the Department.

Chief mechanic, naval hospital—$0.44 per hour more than maximum pay of machinist.

Head laborer, common; head laborer, classified; head chauffeur and head painter, naval hospitals—$0.06 per hour more than maximum pay for their trade or occupation where rating has been authorized by the Department.

Assistant chief mechanic and head mechanic—$0.06 per hour more than maximum pay for his trade or occupation. The following specific titles only where authorized by the Department:

Title	*Based upon—*
Assistant chief mechanic (naval hospital, San Diego, Calif.)	Electrician rate.
Head mechanic (naval hospital, Norfolk, Va.)	Engineman rate.
Head mechanic (naval hospital, Puget Sound, Wash.)	Machinist rate.
Head mechanic (naval hospital, Pearl Harbor, T. H.)	Electrician rate.
Head mechanic (naval medical supply depot, Brooklyn, N. Y.)	Machinist rate.

Senior apprentice supervisor—$3,300, $3,200, $3,100, $3,000, $2,900, $2,800 per annum.

Junior apprentice supervisor—$2,700, $2,600, $2,500, $2,400, $2,300, $2,200 per annum.

PLANNING AND ESTIMATING, AND PROGRESSING SERVICE

Group III

Mechanics assigned to duty as planners and estimators or progressmen shall receive $0.06 per hour more than the maximum pay for pattern makers.

Mechanics assigned to duty as junior planners and estimators or junior progressmen shall receive $0.06 per hour in addition to their schedule rate of pay.

Mechanics assigned to duty as shop planners shall receive $0.06 per hour in addition to their schedule rate of pay.

CLOTHING WORKERS SERVICE

Per hour rates given below are intermediate rates. The maximum rate is $0.06 per hour more than the intermediate rate, and the minimum rate is $0.06 per hour less than the intermediate rate

	Naval clothing depot, Brooklyn, N. Y.	United States Marine Corps depot of supplies, Philadelphia, Pa.	Naval prison, Portsmouth, N. H.
Group II	*Per hour*	*Per hour*	*Per hour*
Cleaner	$0. 48	$0. 44	
Helper, sponging machine	. 74	. 74	
Helper, tailor's	. 72	. 63	
Operator in training	. 36	. 36	
Group III			
Chopper	. 84	. 79	
Cutter and marker	. 99	. 98	
Cutter, custom	1. 44	1. 44	
Cutter, special order	1. 14		
Embroideress	. 56	. 52	
Finisher	. 60	. 44	
Garment maker (bundle hand) [1]			
Operator (female)	. 60	. 56	
Operator, coat	1. 12	1. 12	
Operator, cutting machine	1. 06	1. 06	
Operator, sewing machine	. 75		
Operator, sponging machine	1. 14	1. 12	
Presser	. 90	. 82	
Presser, finish	1. 08		
Presser, garment	. 74		
Sponger, cloth	. 86		
Spreader	. 75		
Tailor, general	. 96	. 94	
Tailor, prison			$1. 08
Ticketer	. 52	. 52	
Group IV (a) [2]			
Manager, clothing and equipment factory		*Per annum* [3] 4, 500	
Manager, clothing factory	*Per annum* [3] 4, 500		
Assistant Manager, clothing and equipment factory		*Per diem* [5] 14. 40	
Foreman of cutting room	*Per diem* [4] 10. 80		

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[1] Compensation computed on a piece-work schedule.

[2] Other supervisors, as necessary, shall be employed as leaders, leadingmen, and quartermen at the rates of pay provided for such ratings in this schedule.

[3] Intermediate rate. Maximum rate, $4,800 per annum; minimum rate, $4,200 per annum.

[4] Intermediate rate. Maximum rate, $12.00 per diem; minimum rate, $9.60 per diem.

[5] Maximum rate. Minimum rate, $13.20 per diem.

COMMISSARY SERVICE

	Naval hospitals: Portsmouth, N. H.; Chelsea, Mass.; Newport, R. I.; Brooklyn, N. Y.; Philadelphia, Pa.; Washington, D. C.; Great Lakes, Ill.; San Diego, Calif.; Mare Island, Calif.; Puget Sound, Wash.; Pearl Harbor, T. H.	Naval hospitals: Annapolis, Md.; Norfolk, Va. Sick quarters, Marine Barracks, Quantico, Va.	Naval hospitals: Charleston, S. C.; Parris Island, S. C.; Jacksonville, Fla.; Pensacola, Fla.	Naval Home, Philadelphia, Pa.	Naval Academy, Annapolis, Md.	Marine Barracks, Quantico, Va.	Marine Barracks, Parris Island, S. C.	Naval training station, Great Lakes, Ill.
Group II	*Per annum*	*Per annum*	*Per annum*	*Per annum*	*Per annum*	*Per hour*	*Per hour*	*Per hour*
Housekeeper [1]	[2] $1, 440	[2] $1, 320	[2] $1, 200					
Kitchen attendant				[5] $1, 380				
Maid [1]	[2] 1, 200	[2] 1, 020	[2] 840					
Mess attendant [1]	[2] 1, 200	[2] 1, 140	[2] 1, 020					
Pantryman [1]	[2] 1, 380	[2] 1, 320	[2] 1, 260					
Waitress				[5] 1, 380				
Utility man					[10] 1, 320			
Group III								
Baker [1]	[2] 1, 620	[2] 1, 560	[2] 1, 500	[6] 1, 680	[11] 1, 900			
Butcher					[12] 1, 600	[4] $0. 88	[4] $0. 78	[4] $0. 88
First cook [1]	[2] 1, 620	[2] 1, 560	[2] 1, 500					
Cook [1]	[2] 1, 440	[2] 1, 320	[2] 1, 260	[7] 1, 680	[13] 1, 500			
Assistant cook [1]	[2] 1, 320	[2] 1, 200	[2] 1, 140					
Ice-cream maker					[14] 1, 500			
Meat cutter [1]	[2] 1, 620	[2] 1, 560	[2] 1, 500					
Group IV (a)								
Chief baker					[15] 2, 400			
Chief butcher					[16] 1, 800			
Chief cook [1]	[2] 1, 980	[2] 1, 800	[2] 1, 680		[17] 2, 100			
Assistant chief cook					[18] 1, 700			
Chief mess attendant [1]	[2] 1, 380	[2] 1, 320	[2] 1, 260					

Steward [1]	[3] 2,200	[2] 1,980	[2] 1,860	[8] 2,600	[19] 2,700			
Assistant steward					[20] 1,740			
Head waitress				[9] 1,500				
Assistant head waitress				[5] 1,380				

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[1] A charge shall be made for subsistence at the rate of $252 per annum and no allowance shall be made for unconsumed meals.

The above rates are maximum rates. Other rates are:

[2] Intermediate rate, $60 less than maximum; minimum rate, $60 less than intermediate.

[3] Intermediate rate, $100 less than maximum; minimum rate, $100 less than intermediate.

[4] Intermediate rate, $0.06 per hour less than maximum; minimum rate, $0.06 less than intermediate.

[5] $1,320, $1,260, $1,200, $1,140, $1,080.

[6] $1,620, $1,560, $1,500, $1,440, $1,380, $1,320.

[7] $1,620, $1,560, $1,500, $1,440, $1,380, $1,320, $1,260, $1,200.

[8] $2,400, $2,200.

[9] $1,440, $1,380, $1,320, $1,260, $1,200.

[10] $1,170, $1,020, $864.

[11] $1,800, $1,700, $1,600, $1,500, $1,400.

[12] $1,500, $1,400, $1,300, $1,200.

[13] $1,400, $1,300, $1,200, $1,100, $1,000.

[14] $1,400, $1,300, $1,200.

[15] $2,250, $2,100.

[16] $1,700, $1,600.

[17] $2,000, $1,850.

[18] $1,600, $1,500.

[19] $2,600, $2,500, $2,400.

[20] $1,680, $1,620, $1,560, $1,500.

LAUNDRY WORKERS SERVICE

The rates given below are intermediate rates. See footnotes for maximum and minimum rates

	Naval hospitals: Chelsea, Mass.; Newport, R. I.; Brooklyn, N. Y.; Philadelphia, Pa.; Washington, D. C.; Great Lakes, Ill.; San Diego, Calif.; Mare Island, Calif.; Puget Sound, Wash.	Naval hospital, Norfolk, Va.	Naval hospital, Charleston, S. C.	Naval hospital, Pensacola, Fla.	Naval hospital, Pearl Harbor, T. H.	Naval Home, Philadelphia, Pa.	Naval Academy, Annapolis, Md.	Marine barracks, Quantico, Va.	Marine barracks, Norfolk, Va.	Marine barracks, Parris Island, S. C.	Marine barracks, Mare Island, Calif.	Marine barracks, Pearl Harbor, T. H.
Group II	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per annum*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*	*Per hour*
Assembler							[1] $0.35					
Checker							[1] .35					
Dry tumblerman							[2] .52					
Extractorman							[2] .52					[1] $0.48
Helper, laundry							[1] .47					
Ironer, hand								[1] $0.45		[1] $0.33		
Laundress						[3] $1,320 [3] 1,260 [3] 1,200 [3] 1,140			[1] $0.39			[1] .37
First laundryman	[2] $0.78	[2] $0.74	[2] $0.72	[2] $0.72	[2] $0.78							
Laundryman	[2] .66	[2] .58	[1] .49	[2] .55	[2] .66			[2] .54		[1] .49		[2] .66
Laundry operator	[2] .60	[2] .49	[1] .44	[1] .44	[1] .47							[1] .33
Mangle hand							[1] .35	[1] .39		[1] .33		[1] .33
Press operator							[1] .35	[1] .39		[1] .33		
Puller							[1] .47					
Group III												
Marker and sorter							[1] .49	[2] .60		[1] .40		[1] .45
Washman							[2] .64					

Group IV (a)												
Chief laundryman	[2].94	[2].86	[2].78	[2].78	[2].84	------	[5]2,900	[2]1.04	------	[2].99	[2]$1.04	[2].84
Assistant chief laundryman	------	------	------	------	------	------	[6]2,500	------	------	[2].84	------	------
Chief laundress	------	------	------	------	------	[4]1,440 [4]1,380 [4]1,320 [4]1,260	------	------	------	------	------	------
Chief marker and sorter	------	------	------	------	------	------	------	[2].69	------	------	------	------
Foreman laundry	------	------	------	------	------	------	[2].69	[2].69	[2].69	[2].69	------	------
Forewoman laundry	------	------	------	------	------	------	[2].69	[2].69	------	------	------	------

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[1] Maximum rate, $0.03 per hour more than the intermediate rate; minimum rate, $0.03 per hour less than the intermediate rate.
[2] Maximum rate, $0.06 per hour more than the intermediate rate; minimum rate, $0.06 per hour less than the intermediate rate.
[3] Maximum rate, $1,380 per annum; minimum rate, $1,080 per annum.
[4] Maximum rate, $1,500 per annum; minimum rate, $1,200 per annum.
[5] Maximum rate, $3,000 per annum; minimum rate, $2,800 per annum.
[6] Maximum rate, $2,600 per annum; minimum rate, $2,400 per annum.

NAVAL ACADEMY SERVICE

ADMINISTRATION

GROUP II

	Per annum
Coxswain	$1, 860, $1, 800
Seaman	$1, 740, $1, 680

CIVILIAN INSTRUCTORS, ASSISTANT PROFESSORS, ASSOCIATE PROFESSORS, AND PROFESSORS[1]

EXCEPTED GROUP

Grade	Years of approved service in grade	Rate of pay per annum
Instructor	First year	$2, 800
Instructor	1 year	2, 800
Instructor	2 years	2, 900
Instructor	3 years	3, 000

At the end of 4 years of approved service and upon recommendation of their head of department to be promoted to assistant professor:

Grade	Years of approved service in grade	Rate of pay per annum
Assistant professor	First year	$3, 100
Assistant professor	1 year	3, 200
Assistant professor	2 years	3, 300
Assistant professor	3 years	3, 400
Assistant professor	4 years	3, 500
Assistant professor	5 years	3, 600
Assistant professor	6 years	3, 700
Assistant professor	7 years	3, 700

At the end of 8 years of approved service, and when recommended for promotion to the next higher grade by their head of department for the last year and for 3 out of the last 5 years of approved service, to be promoted to associate professor:

Grade	Years of approved service in grade	Rate of pay per annum
Associate professor	First year	$3, 800
Associate professor	1 year	3, 900
Associate professor	2 years	4, 000
Associate professor	3 years	4, 100
Associate professor	4 years	4, 200
Associate professor	5 years	4, 300
Associate professor	6 years	4, 300
Associate professor	7 years	4, 300

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[1] Compensation fixed by the Secretary of the Navy.

NOTE.—See laborer, helper, and mechanical; commissary and laundry schedules for other ratings and rates of pay.

At the end of 8 years of approved service, and when recommended for promotion to the next higher grade by their head of department for the last year and for 3 out of the last 5 years of approved service, to be promoted to professor:

Grade	Years of approved service in grade	Rate of pay per annum
Professor	First year	$4, 400
Professor	1 year	4, 500
Professor	2 years	4, 600
Professor	3 years	4, 700
Professor	4 years	4, 800
Professor	5 years	4, 900
Professor	6 and thereafter	5, 000

In case a head of department fails to approve the year's performance of any instructor, assistant professor, associate professor, or professor, and he is continued on duty, his rate of pay will be the same as for his last year of approved service.

By approved service is meant that the head of department certifies on the fitness report of the individual in question that his services for that period have been satisfactory.

In the event that any civilian instructor has 2 successive years of unapproved service, unless there are sufficient mitigating circumstances, the Superintendent will recommend that his appointment be revoked.

	Per annum
Professor, head of department of English	$6,000. [2]
Chief physical instructor	$4,100.
Assistant chief physical instructor	$3,200.
Instructor, physical	$3,000, $2,800, $2,600, $2,400.

NAVAL HOME SERVICE

GROUP I

Laborer	$1,500.[3]

GROUP II

Stable keeper and driver	$1,500, $1,440, $1,380, $1,320 $1,260, $1,200

GROUP III

Barber	$1,500, $1,440, $1,380, $1,320, $1,260, $1,200.

BENEFICIARIES ORDERLIES

EXCEPTED GROUP

	Per month		*Per month*
Police orderly, first class	$18	Commissary orderly	$20
Police orderly, second class	15	Laundry orderly	15
Office orderly	15	Mechanical orderly	25
Library orderly	15	Clerical orderly	25
House orderly	15	Storekeeper's orderly	25

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[2] And quarters (if available), the compensation of the position having been fixed in consideration thereof.

[3] Incumbents shall receive this rate during their tenure.

NOTE.—See supervisory mechanical; laborer, helper, and mechanical; commissary; and laundry schedules and par. 6 of the "Instructions" herein.

RATES OF PAY FOR THE FOLLOWING SERVICES BEYOND THE CONTINENTAL LIMITS OF THE UNITED STATES, EXCEPT HAWAII, FIXED BY THE SECRETARY OF THE NAVY UNDER ACTS OF JULY 16, 1862, MARCH 3, 1909, AND MARCH 28, 1934

Tenth Naval District, San Juan, P. R., including naval air station, San Juan, P. R.; naval radio station, San Juan, P. R.; naval radio station, Cayey, P. R.; naval reservation, Culebra Island, P. R.; naval reservation, Island of Luis Peña, P. R.; naval radio station, St. Thomas, V. I.; Fleet Marine Force, St. Thomas, V. I.

NAVAL AIR STATION, SAN JUAN, P. R.

SUPERVISORY MECHANICAL SERVICE (NATIVE)

	Per hour
Foreman	$0.60, above trade.
Head laborer	$0.35, $0.30, $0.25.
Leader	$0.06, above trade.
Leadingman	$0.20, above trade.
Master mechanic	$1, above trade.
Quarterman	$0.40, above trade.

LABORER, HELPER, AND MECHANICAL SERVICE (NATIVE)

Service and group	Per hour		
	Maximum	Intermediate	Minimum
LABORER GROUP			
Laborer, common	$0. 25	$0. 20	$0. 17
HELPER GROUP			
Apprentice	. 25	. 20	. 17
Helper:			
Blacksmith's	. 35	. 30	. 25
Boilermaker's	. 35	. 30	. 25
Coppersmith's	. 35	. 30	. 25
Electrician's	. 35	. 30	. 25
Forger's	. 35	. 30	. 25
General	. 35	. 30	. 25
Machinist's	. 35	. 30	. 25
Metalsmith's	. 35	. 30	. 25
Pipefitter's	. 35	. 30	. 25
Rigger's	. 35	. 30	. 25
Sheet-metal worker's	. 35	. 30	. 25
Shipfitter's	. 35	. 30	. 25
Woodworker's	. 35	. 30	. 25
Hod carrier	. 35	. 30	. 25
Holder-on	. 35	. 30	. 25
Laborer, classified	. 25	. 20	. 17
Oiler	. 35	. 30	. 25
Rivet heater	. 35	. 30	. 20
Sandblaster	. 35	. 30	. 25
Stevedore	. 40	. 35	. 25

LABORER, HELPER, AND MECHANICAL SERVICE (NATIVE)—Continued

Service and group	Per hour		
	Maximum	Intermediate	Minimum
MECHANIC GROUP (NATIVE)			
Angle smith	$0.50	$0.45	$0.40
Blacksmith	.50	.45	.40
Brakeman	.35	.30	.25
Caulker and chipper	.50	.45	.40
Cement finisher	.50	.45	.40
Cement worker	.35	.30	.25
Chauffeur	.45	.35	.25
Coppersmith	.50	.45	.40
Craneman (under 20 tons)	.50	.45	.40
Diver	.70	.60	.50
Dredge operator	.50	.45	.40
Driller	.50	.45	.40
Electrician	.60	.50	.40
Engineman (hoisting and portable)	.50	.45	.40
Engineman locomotive	.50	.45	.40
Engineman stationary	.50	.45	.40
Fireman	.35	.30	.25
Forger (light)	.50	.45	.40
Gas cutter or burner	.50	.45	.40
Joiner	.50	.45	.40
Letterer and grainer	.50	.45	.40
Machine operator	.50	.45	.40
Machinist	.50	.45	.40
Mason, brick or stone	.50	.45	.40
Painter	.50	.45	.40
Paver	.50	.45	.40
Pipe coverer or insulator	.50	.45	.40
Pipefitter	.50	.45	.40
Plasterer	.50	.45	.40
Plumber	.50	.45	.40
Puncher and shearer	.50	.45	.40
Rigger	.50	.45	.40
Riveter	.50	.45	.40
Roofer	.50	.45	.40
Saw filer	.50	.45	.40
Sheet-metal worker	.50	.45	.40
Temperer	.50	.45	.40
Tile and plate setter	.50	.45	.40
Toolmaker	.50	.45	.40
Trackman	.30	.25	.20
Water tender	.40	.30	.20
Welder (electric)	.50	.45	.40
Welder (gas)	.50	.45	.40
Wharf builder	.50	.45	.40

NAVAL RADIO STATION, SAN JUAN, P. R.

LABORER, HELPER, AND MECHANICAL SERVICE (NATIVE)

Group	Per hour		
	Maximum	Intermediate	Minimum
LABORER GROUP			
Laborer, common	[1] $0.33	$0.30 [1].26	$0.23
HELPER GROUP			
Helper, plumber's	.35	.30	.25
MECHANIC GROUP			
Carpenter	.50	.45	.40
Gardener	.53	.45	.38
Painter	.50	.45	.40
Plumber	.60	.55	.50
Rigger	.50	.45	.40

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[1] For laborers assigned to help gardeners only.

NAVAL RADIO STATION, CAYEY, P. R.

LABORER GROUP (NATIVE)

Laborer, common..........per hour.. $0.23, $0.16.

SUPERVISORY MECHANICAL GROUP (NATIVE)

Foreman laborer..........per diem.. $4.80.

NAVAL RESERVATION, CULEBRA ISLAND, P. R.

CUSTODIAL SERVICE (NATIVE)

Custodian..........per annum.. $840.

NAVAL RESERVATION, ISLAND OF LUIS PEÑA, P. R.

CUSTODIAL SERVICE (NATIVE)

Caretaker (allowed use of grounds for agricultural purposes in lieu of compensation).

NAVAL RADIO STATION, ST. THOMAS, VIRGIN ISLANDS

LABORER GROUP (NATIVE)

Laborer, common..........per hour.. $0.22 $0.18 $0.15.

MECHANIC GROUP (NATIVE)

Carpenter..........per hour.. $0.50 $0.35 $0.27.
Painter..........do.... .50 .35 .27.

FLEET MARINE FORCE, ST. THOMAS, VIRGIN ISLANDS

Service and group	Per hour		
	Maximum	Intermediate	Minimum
LABORER GROUP			
Laborer	$0.18	$0.15	$0.12
HELPER GROUP			
Helper:			
Carpenter's	.23	.17	.12
Electrician's	.40	.26	.12
Painter's	.23	.17	.12
Plumber's	.23	.17	.12
MECHANIC GROUP			
Carpenter	.55	.37	.20
Electrician	1.30	.80	.30
Engineman	.55	.45	.30
Machinist	.55	.37	.20
Painter	.45	.32	.20
Plumber	.55	.37	.20

FIFTEENTH NAVAL DISTRICT, INCLUDING HEADQUARTERS, BALBOA, CANAL ZONE; SUBMARINE BASE, COCO SOLO, CANAL ZONE; FLEET AIR BASE, COCO SOLO, CANAL ZONE; RADIO STATIONS AT BALBOA, CANAL ZONE; DARIEN, CANAL ZONE; CRISTOBAL, CANAL ZONE; CAPE MALA, PANAMA; LA PALMA, PANAMA; AND PUERTO OBALDIA, PANAMA[1]

CLERICAL, ADMINISTRATIVE, AND FISCAL SERVICE
CUSTODIAL SERVICE
PROFESSIONAL AND SCIENTIFIC SERVICE
SUBPROFESSIONAL SERVICE

AMERICAN

Service and grade				Salary ranges						
CAF	CU	P	SP							
------	1	----	----	$750	$825	$900	$975	$1,050	-------	-------
------	----	----	1	1,275	1,350	1,425	1,500	1,575	$1,650	$1,725
------	2	----	----	1,350	1,425	1,500	1,575	1,650	1,725	-------
------	3	----	----	1,500	1,575	1,650	1,725	1,800	1,875	-------
1	----	----	2	1,575	1,650	1,725	1,800	1,875	1,950	2,025
------	4	----	----	1,650	1,725	1,800	1,875	1,950	2,025	2,100
2	----	----	3	1,800	1,875	1,950	2,025	2,100	2,175	2,250
------	5	----	----	1,875	1,950	2,025	2,100	2,175	2,250	2,325
3	----	----	4	2,025	2,100	2,175	2,250	2,325	2,400	2,475
------	6	----	----	2,100	2,175	2,250	2,325	2,400	2,475	2,550
4	----	----	5	2,250	2,325	2,400	2,475	2,550	2,625	2,700
------	7	----	----	2,325	2,400	2,475	2,550	2,625	2,750	2,875
5	8	1	6	2,500	2,625	2,750	2,875	3,000	3,125	3,250
6	9	----	7	2,875	3,000	3,125	3,250	3,375	3,500	3,625
7	10	2	8	3,250	3,375	3,500	3,625	3,750	3,875	4,000
8	----	----	----	3,625	3,750	3,875	4,000	4,125	4,250	4,375
9	----	3	----	4,000	4,125	4,250	4,375	4,500	4,625	4,750
10	----	----	----	4,375	4,500	4,625	4,750	4,875	5,000	5,125
11	----	4	----	4,750	5,000	5,250	5,500	5,750	-------	-------
12	----	5	----	5,750	6,000	6,250	6,500	6,750	-------	-------
13	----	6	----	7,000	7,250	7,500	7,750	8,000	-------	-------
14	----	7	----	8,125	8,750	9,375	-------	-------	-------	-------

Classification titles and specifications for the above services and grades are contained on pages — to — of this schedule of wages.

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[1] Pay of American employees fixed under section 6, title I, Naval Appropriation Act for the fiscal year 1941, approved June 11, 1940.

CLERICAL, ADMINISTRATIVE, AND FISCAL SERVICE

ALIEN [1]

	Per annum
Stenographer and typist	$1,140, $1,130, $1,080, $1,030, $1,020, $1,010 $930.
Checker	
Clerk	
Timekeeper	
Stockman	$1,260, $1,200, $1,130.

CUSTODIAL SERVICE

EXCEPTED POSITIONS (ALIEN)

	Per annum
Policeman	$630.
Messenger	$420.
Storeman	$910, $900, $810, $840.

SUPERVISORY MECHANICAL SERVICE

EXCEPTED POSITIONS

American

Foreman, $22.50, $21, $19.50, $18, $16,50, $15, $13.50 per diem.

TITLES

Foreman of fuel plant
Foreman laborer
Foreman of public works

Quarterman, $0.55 per hour more than the maximum pay per hour for his trade or occupation, except quartermen laborers, who shall receive $1.50 per hour.

Leadingman, $0.28 per hour more than the maximum pay per hour for his trade or occupation, except leadingmen laborers, who shall receive $1.25 per hour. Leadingmen, public works, based on joiner rate.

Leader, $0.07 per hour more than the maximum pay per hour for his trade or occupation.

SUPERVISORY MECHANICAL SERVICE

Alien

Foreman laborer, $0.50, $0.45, $0.40 per hour.

Leadingman, $0.12 per hour more than the maximum pay per hour for his trade or occupation.

Leader, $0.06 per hour more than the maximum pay per hour for his trade or occupation.

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[1] Under schedule A, sec. 1, par. 8, of the Civil Service Rules, appointments to clerical positions in the Isthmus of Panama paying $100 in United States currency per month or less may be made without examination.

LABORER, HELPER, AND MECHANICAL SERVICE

EXCEPTED POSITIONS

	Per hour		
	Maximum	Intermediate	Minimum
LABORER GROUP (AMERICAN)			
Laborer, common	$0. 65	$0. 59	$0. 53
LABORER GROUP (ALIEN)			
Laborer, common	. 32	. 30	. 28
HELPER GROUP (AMERICAN)			
Helper:			
Electrician's	. 90	. 84	. 78
General	. 90	. 84	. 78
Machinist's	. 90	. 84	. 78
Pipefitter's	. 90	. 84	. 78
Woodworker's	. 90	. 84	. 78
Sandblaster	. 90	. 84	. 78
HELPER GROUP (ALIEN)			
Helper, general	. 38	. 34	. 30
Sandblaster	. 43	. 39	. 35
MECHANIC GROUP (AMERICAN)			
Aircraft-fabric worker	. 97	. 91	. 85
Aircraft mechanic, general	1. 37	1. 31	1. 25
Aircraft mechanic, motor	1. 37	1. 31	1. 25
Aircraft instrument mechanic [1]	1. 40	1. 34	1. 28
Blacksmith	1. 35	1. 29	1. 23
Chauffeur	1. 16	1. 10	1. 04
Electrician	1. 46	1. 40	1. 36
Electroplater	1. 39	1. 33	1. 27
Engineman	1. 38	1. 32	1. 26
Heat treater (aviation)	1. 36	1. 30	1. 24
Instrument maker	1. 42	1. 36	1. 30
Joiner	1. 41	1. 35	1. 29
Machinist	1. 36	1. 30	1. 24
Mason	1. 73	1. 67	1. 61
Mechanic (bomb sight)	1. 55	1. 48	1. 42
Metalsmith (aviation)	1. 45	1. 39	1. 33
Optical instrument maker	1. 39	1. 33	1. 27
Painter	1. 38	1. 32	1. 26
Pattern maker	1. 65	1. 59	1. 53
Pipefitter	1. 45	1. 39	1. 33
Plumber	1. 45	1. 39	1. 33
Rigger, antenna [1]	1. 42	1. 36	1. 30
Sheet-metal worker	1. 45	1. 39	1. 33
Toolmaker	1. 45	1. 39	1. 33
Welder, gas	1. 36	1. 30	1. 24
Wire worker (aviation) [1]	1. 24	1. 18	1. 12

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[1] Present incumbents shall receive the following rates during their tenure:

Aircraft instrument mechanic	Max	$1. 41	Int.	$1. 35	Min.	$1. 29	per hour
Rigger, antenna	do.	1. 49	do.	1. 43	do.	1. 37	do.
Wire worker (aviation)	do.	1. 26	do.	1. 20	do.	1. 14	do.

LABORER, HELPER, AND MECHANICAL SERVICE—Continued

EXCEPTED POSITIONS—Continued

	Per hour		
	Maximum	Intermediate	Minimum
MECHANIC GROUP (ALIEN)			
Blacksmith	$0.47	$0.43	$0.39
Carpenter	.47	.43	.39
Cement worker	.40	.36	.32
Chauffeur	.40	.36	.32
Engineman	.44	.40	.36
Electrician	.47	.43	.39
Fabric worker, aviation	.43	.39	.35
Fireman	.39	.35	.31
Gardener	.38	.34	.30
Instrumentman, aviation	.47	.43	.39
Joiner	.47	.43	.39
Machinist	.47	.43	.39
Mason	.39	.35	.31
Metalsmith, aviation	.47	.43	.39
Metal sprayer	.47	.43	.39
Packer	.48	.44	.40
Painter	.47	.43	.39
Pipefitter	.47	.43	.39
Plumber	.47	.43	.39
Rigger	.47	.43	.39
Tile and plate setter	.60	.56	.52
Trackman	.39	.35	.31
Welder, aviation	.47	.43	.39

SIXTEENTH NAVAL DISTRICT, INCLUDING HEADQUARTERS; NAVY YARD, CAVITE; NAVAL STATION, OLONGAPO; NAVAL AMMUNITION DEPOT, CAVITE; NAVAL MEDICAL SUPPLY DEPOT AND NAVAL HOSPITAL, CANACAO; NAVAL COAL DEPOT AT SANGLEY POINT, MARINE BARRACKS, NAVAL RADIO STATIONS, NAVAL PRISON, ETC., PHILIPPINE ISLANDS

Rates of pay are subdivided under groups and classifications as follows:

Division 1.—American citizens.

Division 2.—White employees other than American citizens.

Division 3.—All others not specified in divisions 1 and 2.

CLERICAL, ADMINISTRATIVE, AND FISCAL SERVICE

GROUP IVB

SUPERVISORY

Classification A.—Clerical work of a supervisory character of the highest grade:

	Per annum
Division 3	$1,620, $1,570.

Chief clerk.

Classification B-1.—Clerical work of a supervisory character:

	Per annum
Division 3	$1,400, $1,380, $1,320, $1,250.

Supervising clerk.

CLERICAL

Classification C.—Clerical work involving much initiative, responsibility, investigation, special ability, and skill:

	Per annum
Division 3	$1,320, $1,260, $1,230, $1,200, $1,180, $1,140, $1,130, $1,080, $1,030, $980, $960, $930, $900, $880, $860, $840, $790, $780, $750, $710, $690, $660, $640.

Clerk; stenographer and typist; stockman.

Classification D.—Clerical work, more or less routine, but requiring some initiative, original thought, judgment, and skill:

	Per annum
Division 3	$790, $780, $750, $710, $690, $660, $640, $630, $600, $580, $570, $540, $510, $490, $480, $460, $450, $420, $390, $360, $350, $330, $310.

Clerk; typist; stenographer and typist; bookkeeper; file clerk; mimeograph operator; stockman.

TELEPHONE AND TELEGRAPH

	Per annum
Chief telephone operator, division 3	$530.
Telephone operator, division 3	$360, $330.

CUSTODIAL SERVICE

GROUP IVB

	Per annum
Policeman, division 2	$910.
Sergeant of police, division 3	$580.
Policeman, division 3	$510.
Policeman (shipkeeper), division 3	$460.
Messenger, division 3	$520.
Messenger boy,[5] division 3	$420, $330, $300, $210, $180.
Checker; storeman,[6] division 3	$660, $580, $510, $480, $430, $390, $360.

DESIGN AND DRAFTING SERVICE

GROUP IVB

Supervising draftsman:	*Per annum*
Division 2	$2,370.
Division 3	$2,110.

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[5] Messenger duty and training for clerks.

[6] Work performed in storehouses with incidental recording of receipt and issue of goods and materials.

DESIGN AND DRAFTING SERVICE—Continued

GROUP IVB—Continued

Design draftsman:[7]	
Division 3	$1,400, $1,380, $1,320, $1,180, $1,140, $1,100, $1,080, $1,030.
Detail draftsman:[7]	
Division 3	$980, $860, $750, $710.
Copyist draftsman:	
Division 2	$1,060.
Division 3	$640, $600, $570.

SCIENTIFIC, PROFESSIONAL, AND TECHNICAL SERVICE

GROUP IVB

	Per annum
Instrument man:	
Division 3	$1,310, $1,080, $1,010.
Chemist:	
Division 3	$880.
Laboratorian:	
Division 3	$1,010, $880.

MARITIME SERVICE

EXCEPTED POSITIONS

HELPER GROUP

	Per annum
Deck hand:	
Division 3	$384.

MECHANIC GROUP

	Per annum
Marine engineman:	
Division 3	$480.
Marine fireman:	
Division 3	$432.

SUPERVISORY MECHANICAL SERVICE

EXCEPTED POSITIONS

	Per diem
Master mechanic:	
Division 1	$22.00, $20.80, $19.60, $18.40, $17.20, $16.00.
Division 2	$14.40, $13.28, $12.00, $10.88, $9.60.
Division 3	$12.00, $10.88, $9.60, $8.48.

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[7] The specific kinds of drafting work upon which the employee is engaged shall be specified in the case of design and detail draftsman. Example: Design draftsman (ship).

KINDS OF DRAFTING WORK

Architectural.
Electrical.
Mechanical.
Radio.
Ship.
Structural.
Topographic.

TITLES

Dockmaster.
Master boilermaker.
Master coppersmith.
Master electrician.
Master joiner and shipwright.
Master machinist (inside).
Master machinist (outside).
Master mechanic (forge shop).
Master molder.
Master patternmaker.
Master pipefitter.
Master rigger and laborer.
Master ship fitter.

Foreman:	*Per diem*
Division 1	$18.00, $16.80, $15.60, $14.40, $13.20, $12.00, $10.80.
Division 2	$12.00, $10.88, $9.60, $8.48.
Division 3	$7.20, $6.08, $4.80.

TITLES

Dry dock engineer.
Foreman aircraft mechanic (general).
Foreman boat builder.
Foreman of fuel plant.
Foreman laborer.
Foreman of power plant.
Foreman ordnanceman.
Foreman painter.
Foreman of public works.

Quarterman:

Divisions 1 and 2: $0.44 per hour more than the maximum pay per hour for his trade or occupation, in his division, except quarterman laborers, who shall receive $1.11 per hour and quarterman, public works, whose pay shall be based on joiner rate.

Division 3: $0.36 per hour more than the maximum pay per hour for his trade or occupation, in his division.

Leadingman:

Divisions 1 and 2: $0.22 per hour more than the maximum pay per hour for his trade or occupation, in his division, except leadingmen laborers, who shall receive $0.89 per hour and leadingman, public works, whose pay shall be based on joiner rate.

Division 3: $0.18 per hour more than the maximum pay per hour for his trade or occupation, in his division.

Leader:

Divisions 1, 2, and 3: $0.06 per hour more than the maximum pay per hour for his trade or occupation, in his division.

Capataz:

Division 3 .... per hour .. $0. 34

Chief mechanic, naval hospital, Canacao:

Division 1: $0.44 per hour more than the maximum pay per hour for machinist.

Assistant chief mechanic, naval hospital, Canacao:

Division 3 .... per month .. $100. 00

Junior apprentice supervisor:

Division 1 .... per annum .. $2,200, $2,100, $2,000, $1,900, $1,800

HOSPITAL SERVICE

EXCEPTED GROUP (NATIVE)

The rates given below are intermediate rates. The maximum rate is $2.50 per month more than the intermediate rate, and the minimum rate is $2.50 per month less than the intermediate rate.

	Per month
Chief cook	[8] $57. 50
First cook	[8] 47. 50
Second cook	[8] 20. 90
Mess attendant	[8] 16. 22
Pantryman	[8] 14. 14
First launderer	23. 50
Third launderer	19. 34

[8] And subsistence, the compensation of the position having been fixed in consideration thereof.

PLANNING AND ESTIMATING, AND PROGRESSING SERVICE

Excepted Positions

Mechanics assigned to duty as planners and estimators or progressmen shall receive $0.06 per hour more than the maximum pay for patternmakers in their division.

Mechanics (division 1), assigned to duty as shop planners shall receive $0.06 per hour in addition to their schedule rate of pay.

LABORER, HELPER, AND MECHANICAL SERVICE

Excepted Positions

The rates given below are intermediate rates. The maximum rate is $0.06 per hour more than the intermediate rate, for divisions 1 and 2, and $0.04 per hour more for division 3. The minimum rate is $0.06 per hour less than the intermediate, for divisions 1 and 2, and $0.04 per hour less for division 3.

Group	Division 1	Division 2	Division 3
LABORER GROUP	*Per hour*	*Per hour*	*Per hour*
Boy	--------	--------	$0. 17
Laborer,			
Common	$0. 62	$0. 32	. 14
HELPER GROUP			
Apprentice:			
First class	. 66	. 27	. 12
Second class	. 54	. 20	. 10
Third class	. 42	. 17	. 07
Fourth class	. 30	. 15	. 06
Helper, general	. 68	. 32	. 18
Holder on	. 74	. 34	. 18
MECHANIC GROUP			
Aircraft fabric worker	. 87	. 36	. 23
Aircraft mechanic:			
General	1. 13	. 60	. 29
Motors	1. 13	. 60	. 29
Blacksmith:			
Heavy fires	1. 25	. 66	. 35
Other fires	1. 12	. 60	. 29
Blueprinter	--------	. 46	. 23

Group	Division 1	Division 2	Division 3
MECHANIC GROUP—continued			
	Per hour	*Per hour*	*Per hour*
Boatbuilder	$1. 19	$0. 48	$0. 29
Boilermaker	1. 12	. 60	. 29
Calker, wood	1. 14	. 48	. 23
Calker and chipper (iron)	1. 12	. 48	. 23
Canvas worker		. 44	. 23
Cement worker	. 76	. 44	. 20
Chauffeur	. 83	. 44	. 20
Coppersmith	1. 17	. 58	. 29
Diver	2. 26	. 46	. 44
Driller	. 96	. 48	. 23
Electrician	1. 22	. 60	. 29
Electroplater	1. 18	. 48	. 29
Engineman	1. 14	. 44	. 20
Engineman, drydock		. 58	. 35
Fender maker (cane)			. 16
Fireman	. 95	. 41	. 20
Foundry chipper	. 81	. 38	. 23
Furnace man	. 92	. 56	. 29
Galvanizer	. 98	. 58	. 29
Gardener		. 39	. 18
Gas cutter or burner	. 98	. 54	. 29
Instrument maker	1. 18	. 60	. 34
Joiner	1. 19	. 60	. 29
Lineman		. 44	. 20
Machinist	1. 13	. 58	. 29
Millman	1. 19	. 48	. 23
Molder	1. 24	. 48	. 30
Ordnance man	. 99	. 56	. 29
Packer	. 93	. 46	. 23
Painter	1. 17	. 48	. 23
Patternmaker	1. 35	. 63	. 30
Pipe fitter	1. 22	. 58	. 29
Plumber	1. 22	. 56	. 29
Printer, job	1. 19	. 44	. 29
Puncher and shearer	. 88	. 53	. 23
Rigger	1. 14	. 46	. 23
Riveter	1. 11	. 48	. 23
Rodman		. 38	. 18
Saw filer	1. 23	. 60	. 30
Sewer		. 32	. 14
Sheet-metal worker	1. 22	. 53	. 29
Ship fitter	1. 12	. 51	. 29
Shipwright	1. 19	. 60	. 29
Toolmaker	1. 19	. 65	. 34
Water tender	. 99	. 58	. 29
Welder, electric or gas	1. 13	. 65	. 36

NAVAL STATION, GUANTANAMO BAY, CUBA

CLERICAL, ADMINISTRATIVE, AND FISCAL SERVICE

GROUP IVB

ALIEN

	Per annum
Clerk	$1,740, $1,620, $1,570, $1,560, $1,510, $1,440, $1,300.
Stockman	$1,830, $1,440, $1,320, $1,260, $1,180, $1,080, $1,020, $1,010, $960.

CUSTODIAL SERVICE

GROUP IVB

ALIEN

	Per annum
Messenger	$960, $910.

SUPERVISORY MECHANICAL SERVICE

EXCEPTED POSITIONS

Foreman, $13.20, $12.00, $10.88, $9.60 per diem.

TITLES

Foreman, electrician
Foreman, fuel plants
Foreman, hull division.
Foreman, machinery division.
Foreman of public works.
Foreman, power plant.

	Per diem
Assistant foreman, fuel plant	$8.00
Assistant foreman, hull division	8.00
Assistant foreman, machinery division	8.00
Assistant foreman, power plant	8.00

	Per hour
Quarterman, hull division	$0.76
Quarterman, public works	.80
Leadingman, coaling plant	.82
Leadingman, fuel-oil plant	.90
Leadingman, stevedore	.72

Quarterman, $0.24 per hour more than maximum rate for trade or occupation.
Leadingman, $0.12 per hour more than maximum rate for trade or occupation.
Leader, $0.06 per hour more than maximum rate for trade or occupation.

Number of leadingmen laborers and leader laborers shall not exceed one-fifteenth of number of laborers employed.

NOTE

Quarters.—As no quarters for employees are available in the vicinity of the naval station other than Government quarters, the commandant will continue as in the past to furnish Government quarters to per diem and per annum employees, if available, the wages of such employees having been fixed in consideration thereof.

LABORER, HELPER, AND MECHANICAL SERVICE

EXCEPTED POSITIONS

	English speaking (per hour)			Non-English speaking (per hour)		
	Maximum	Intermediate	Minimum	Maximum	Intermediate	Minimum
LABORER GROUP						
Janitor	$0.33	$0.30	$0.28	$0.30	$0.28	$0.26
Laborer, common	.36	.34	.32	.34	.32	.29
HELPER GROUP						
Helper, general	.41	.39	.36	.36	.33	.29
Stable keeper	.48	.38	.35	.38	.35	.33
Stevedore:						
First class	.60	.57	.53	------	------	------
Second class	.50	.46	.42	.41	.39	.36

LABORER, HELPER, AND MECHANICAL SERVICE—Continued

EXCEPTED POSITIONS—continued

	English speaking (per hour)			Non-English speaking (per hour)		
	Maximum	Intermediate	Minimum	Maximum	Intermediate	Minimum
MECHANIC GROUP						
Blacksmith	$0.68	$0.60	$0.53	$0.45	$0.40	$0.36
Boilermaker	.64	.57	.50	.45	.40	.36
Cement finisher	.48	.46	.44	.42	.39	.36
Cement worker	.40	.39	.38	.36	.35	.34
Chauffeur	.46	.42	.39	.39	.35	.32
Coppersmith	.56	.48	.41	.41	.39	.36
Craneman	.75	.68	.60			
Diver	.98	.94	.90	.90	.87	.83
Electrician	1.12	.96 .84	.72	.50	.45	.40
Engineman	.59	.56	.52	.56	.52	.48
Fireman	.45	.41	.38	.41	.38	.34
Gardener	.42	.40	.36	.36	.34	.32
Joiner	.56	.52	.46	.46	.42	.39
Machinist	.72	.65	.58	.45	.40	.36
Mason	.46	.42	.39	.42	.39	.35
Molder	.66	.59	.52	.46	.42	.39
Oiler	.48	.45	.41			
Packer	.64	.60	.57	.42	.39	.35
Painter	.50	.45	.40	.36	.33	.29
Pattern maker	.72	.65	.58	.45	.40	.36
Pipe fitter	.64	.60	.57	.45	.40	.36
Plumber	.64	.60	.57	.45	.40	.36
Sailmaker	.56	.46	.42	.46	.42	.39
Ship fitter	.63	.57	.47	.41	.39	.36
Shipwright	.56	.48	.41	.41	.39	.36
Welder	.72	.68	.62	.45	.40	.36
Wharf builder	.56	.52	.46	.42	.39	.35

NAVAL STATION, MARINE BARRACKS, NAVAL HOSPITAL, AND LEPER COLONY, ISLAND OF GUAM

EXCEPTED POSITIONS

CLERICAL, ADMINISTRATIVE, AND FISCAL SERVICE

NATIVE

	Per annum
Chief clerk	$2,200.
Bookkeeper	$2,100, $1,860.
Clerk	$1,620, $1,500, $1,470, $,1440, $1,400, $1,140, $1,100, $1,080.
Stenographer and typist	$1,020, $960, $840, $760, $750, $710, $660, $630, $590, $570, $540.
Typist	$510, $490, $480, $450, $420.
Stockman	$1,260, $730, $720, $680, $530, $460, $450, $420, $380.
Telephone operator	$310, $300, $260.

CUSTODIAL SERVICE

NATIVE

	Per annum
Messenger	$450, $360, $350, $330, $200.
Guard (watchman)	$360.

DESIGN AND DRAFTING SERVICE

NATIVE

	Per annum
Supervising draftsman	$2,600.
Detail draftsman (architectural)	$1,740.
Detail draftsman	$1,200.
Copyist draftsman	$930, $660, $630, $600, $570, $540, $510, $480.

SCIENTIFIC, PROFESSIONAL, AND TECHNICAL SERVICE

NATIVE

	Per annum
Superintendent of Schools	$1,680.
School teacher	$1,080, $960, $910, $630, $590
Instrumentman	$780, $750, $720, $690, $660 $630, $590.

SUPERVISORY MECHANICAL SERVICE

AMERICAN

Foreman, $13.20, $12.00, $10.88, $9.60 per diem.

TITLES

Foreman of public works.
Foreman machinist.
Foreman, transportation.
Foreman Power Plant.

	Per diem
Foreman, Laborer	$6. 72

	Per hour
Quarterman electrician	$0. 95
Quarterman machinist	. 95
Leadingman electrician	. 84

NATIVE

Quarterman blacksmith	. 50
Quarterman joiner	. 50
Quarterman machinist	. 50
Leadingman blacksmith	. 44
Leadingman engineman	. 44
Leadingman joiner	. 44
Leadingman laborer	. 44
Leadingman machinist	. 44
Leadingman plumber	. 44
Leadingman stevedore	. 50

LABORER, HELPER, AND MECHANICAL SERVICE

	American (per hour)			Native (per hour)		
	Maximum	Intermediate	Minimum	Maximum	Intermediate	Minimum
LABORER GROUP						
Coal handler				$0.17	$0.15	$0.12
Janitor				.16	.14	.11
Laborer, common	$0.54	$0.46	$0.39	.16	.14	.11
Stevedore				.22	.18	.15
HELPER GROUP						
Apprentice:						
First class				.19		
Second class				.15		
Third class				.12		
Fourth class				.08		
Helper, general				.20	.17	.15
Stable keeper				.21	.18	.16
Team (bull and cart)				.12		
MECHANIC GROUP						
Blacksmith	.71	.64	.56	.39	.33	.28
Boatbuilder				.39	.33	.28
Chainman				.24	.22	.20
Chauffeur	.70	.63	.54	.28	.26	.22
Electrician	.74	.65	.56	.39	.33	.28
Engineman	.66	.59	.51	.39	.33	.28
Farrier	.48	.41	.36	.36	.30	.26
Fireman	.46	.39	.30	.36	.30	.26
Gardener				.27	.22	.18
Instrumentmaker				.42	.36	.32
Joiner	.74	.65	.56	.39	.33	.28
Leather worker				.30	.24	.18
Machinist	.74	.65	.56	.39	.33	.28
Molder				.39	.33	.28
Mason				.30	.24	.18
Painter	.63	.56	.47	.30	.24	.18
Plumber	.71	.64	.56	.39	.33	.28
Printer, job				.39	.33	.28
Rigger	.64	.57	.48	.30	.24	.18
Rigger (radio tower)[1]	1.10			.42		
Rodman				.24	.22	.20
Sailmaker				.30	.24	.18
Sewer				.09	.06	.05
Sheet-metal worker				.39	.33	.28
Towerman				.39	.33	.28
SPECIAL SCHEDULE[2]						
Chauffeur						.54
Electrician						.56
Farrier				0.48		
Joiner						.56
Machinist				.74		.56

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[1] While actually engaged on radio tower work.

[2] These rates shall apply only to those employees referred to in Commandant (Guam) dispatches 1011–1413, May 11, 1928, and 1028–1630, June 28, 1928, and no change shall be made in their present compensation without the specific authority of the Navy Department. This schedule shall be abolished when the incumbents of these positions are separated from the service.

HOSPITAL AND LEPER COLONY SERVICE

SUPERVISORY MECHANIC GROUP (NATIVE)

	Per month
Chief mechanic	$96.

MECHANIC GROUP (NATIVE)

	Per month
Chauffeur	$55, $45, $35.

CUSTODIAL GROUP (NATIVE)

	Per month
Policeman	$31, $25, $20.

KITCHEN, DINING-ROOM, NURSE, ETC., GROUP (NATIVE)

	Per month
First cook	$60,[3] $50.[3] $40.[3]
Second cook	$40,[3] $35,[3] $30.[3]
Mess attendant	$20,[3] $16,[3] $12.[3]
Maid	$10,[4] $8,[4] $6.[4]
First launderer	$30, $25, $20.
Third launderer	$18, $15, $12.
Chief nurse	$42.[4]
Assistant chief nurse	$30.[4]
Graduate nurse	$21.90.[4]
Nurse	$15.[4] $12.60,[4] $11.10.[4]
Apprentice nurse	$9.90.[4]

[3] And subsistence, the compensation of the position having been fixed in consideration thereof.

[4] And quarters (if available) and subsistence, the compensation of the position having been fixed in consideration thereof.

NAVAL STATION, TUTUILA, SAMOA

EXCEPTED POSITIONS

CLERICAL, ADMINISTRATIVE, AND FISCAL SERVICE

NATIVE

	Per annum
Chief clerk	$1,250.
Clerk	$960, $720.
Junior clerk	$400.
Stockman	$730, $480.
Timekeeper	$1,105.

SUPERVISORY MECHANICAL SERVICE

AMERICAN

Foreman, $13.20, $12.00, $10.80, $9.60 per diem.

TITLES

Foreman, laborer.
Foreman, public works.

	Per diem
Leadingman laborer	$6. 96

SUPERVISORY MECHANICAL SERVICE

NATIVE

	Per hour
Quarterman	$0. 78
Leadingman	. 70

Leader, $0.05 per hour more than the maximum pay per hour of his trade or occupation.

LABORER, HELPER, AND MECHANICAL SERVICE

NATIVE

	Per hour		
	Maximum	Intermediate	Minimum
LABORER GROUP			
Laborer, common	$0. 20	$0. 16	$0. 12
Stevedore	. 28	. 24	. 21
HELPER GROUP			
Apprentice:			
First class	. 16		
Second class	. 12		
Third class	. 08		
Fourth class	. 04		
Helper	. 40	. 32	. 23
Janitor	. 20	. 16	. 12
Oiler	. 35	. 30	. 26
MECHANIC GROUP			
Blacksmith	. 60	. 53	. 46
Boatbuilder	. 60	. 53	. 46
Cement worker	. 60	. 53	. 46
Chauffeur	. 35	. 30	. 26
Diver	1. 20	1. 08	. 96
Electrician	. 60	. 53	. 46
Engineman	. 60	. 53	. 46
Fireman	. 40	. 32	. 23
Gardener	. 35	. 30	. 26
Joiner	. 60	. 53	. 46
Machinist	. 60	. 53	. 46
Mason	. 60	. 53	. 46
Packer	. 48	. 41	. 34
Painter	. 60	. 53	. 46
Pipefitter	. 60	. 53	. 46
Plumber	. 60	. 53	. 46
Rigger	. 60	. 53	. 46
Water tender	. 35	. 30	. 26
Wharf builder	. 60	. 53	. 46

NAVY PURCHASING OFFICE, SHANGHAI, CHINA

CLERICAL GROUP (ALIEN)

Office boy and interpreter	per month	$24. 00
Messenger	do	20. 00
Office coolie and messenger	do	12. 50

NAVAL ATTACHÉS' OFFICES

OFFICE OF NAVAL ATTACHÉ, OTTAWA, CANADA

Chauffeur (alien)	per month	$80. 00

OFFICE OF NAVAL ATTACHÉ, LONDON, ENGLAND

Messenger (alien)	per year	$1, 200. 00
Chauffeur (alien)	do	£5 00s. 0d.

OFFICE OF NAVAL ATTACHÉ, BERLIN, GERMANY

Messenger (alien)	per month	$60.
Chauffeur (alien)	do	60.

OFFICE OF NAVAL ATTACHÉ, PARIS, FRANCE

Junior translator (alien)	per month	$125.
Chauffeur (alien)	do	70.

OFFICE OF NAVAL ATTACHÉ, STOCKHOLM, SWEDEN

Chauffeur (alien)	per month	$75.

OFFICE OF NAVAL ATTACHÉ, MADRID, SPAIN

Chauffeur (alien)	per month	600 pesetas.

OFFICE OF NAVAL ATTACHÉ, ROME, ITALY

Messenger and janitor (alien)	per month	$35.
Chauffeur (alien)	do	$50.

OFFICE OF NAVAL ATTACHÉ, PEIPING, CHINA

Interpreter (alien)	per month	$75.
Messenger and janitor (alien)	do	40 to 50 local currency.
Messenger (alien)	do	20 to 30 local currency.

OFFICE OF NAVAL ATTACHÉ, TOKYO, JAPAN

Translator and interpreter (alien)	per month	$112.50.
Clerk and translator (alien)	do	$37.50.
Chauffeur (alien)	do	100 yuans.

OFFICE OF NAVAL ATTACHÉ, ANKARA, TURKEY

Interpreter	per month	$65.
Messenger (alien)	do	$55.

OFFICE OF NAVAL ATTACHÉ, BANGKOK, THAILAND

Chauffeur	per month	$14.

OFFICE OF NAVAL ATTACHÉ, MEXICO CITY, MEXICO

Janitor (alien)	per month	$10.
Chauffeur (alien)	do	150 pesos.

OFFICE OF NAVAL ATTACHÉ, HAVANA, CUBA

Janitor (alien)	per month	$20.
Laborer (alien)	do	$30.
Chauffeur (alien)	do	$45.

OFFICE OF NAVAL ATTACHÉ, GUATEMALA CITY, GUATEMALA

Janitor (alien)	per month	$6.

OFFICE OF NAVAL ATTACHÉ, TRUJILLO CITY, DOMINICAN REPUBLIC

Chauffeur (native)	per month	$35.

OFFICE OF NAVAL ATTACHÉ, RIO DE JANEIRO, BRAZIL

Chauffeur (native)	per month	700 to 800 milreis.

OFFICE OF NAVAL ATTACHÉ, BUENOS AIRES, ARGENTINA

Chauffeur (alien) per month 200 pesos.

OFFICE OF NAVAL ATTACHÉ, BOGOTA, COLOMBIA

Chauffeur (alien) per month $40.

OFFICE OF NAVAL ATTACHÉ, LIMA, PERU

Chauffeur (alien) per month 140 soles.

OFFICE OF NAVAL ATTACHÉ, SANTIAGO, CHILE

Chauffeur (alien) per month 550 pesos.

OFFICE OF NAVAL ATTACHÉ, CARACAS, VENEZUELA

Chauffeur (alien) per month 250 bolivars.

MARINE CORPS POSTS

MARINE DETACHMENT, PEIPING, CHINA

CLERICAL SERVICE (ALIEN)

		Local currency
Clerk	per month	58. 50
Interpreter	do	325. 00
Assistant Interpreter	do	195. 00
Interpreter (for short periods of time)	per diem	3. 90

MECHANIC GROUP (ALIEN)

		Local currency		
Blacksmith	per month	58. 50	52. 00	45. 50
Carpenter	do	58. 50	52. 00	45. 50
Fireman	do	58. 50	52. 00	45. 50
Machinist	do	58. 50	52. 00	45. 50
Painter	do	58. 50	52. 00	45. 50
Plumber	do	58. 50	52. 00	45. 50

LABORER GROUP (ALIEN)

			Local currency		
Laborer, common	per month	52. 00	39. 00	36. 40	32. 50

MARINE DETACHMENT, TIENTSIN AND CHINWANGTAO, CHINA

CLERICAL SERVICE (ALIEN)

		Local currency		
Interpreter	per month	325. 00	260. 00	227. 50
Assistant Interpreter	do	195. 00	162. 50	130. 00
Clerk	do	130. 00	110. 50	78. 00
Storekeeper	do	78. 00	65. 00	52. 00
Messenger	do	58. 50	52. 00	45. 50

MECHANIC GROUP (ALIEN)

		Local currency		
Blacksmith	per month	58. 50	52. 00	45. 50
Carpenter	do	58. 50	52. 00	45. 50
Engineman	do	97. 50	78. 00	65. 00
Fireman	do	58. 50	52. 00	45. 50
Mason	do	58. 50	52. 00	45. 50
Painter	do	58. 50	52. 00	45. 50
Plumber	do	58. 50	52. 00	45. 50
Artisan, special [1]	per diem	1. 75		

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[1] For special short time temporary employment.

LABORER GROUP (ALIEN)

			Local currency		
Janitor	per month	52.00	39.00	36.40	32.50
Laborer	do	52.00	39.00	36.40	32.50
Laborer, special [1]	per diem	1.00			

[1] For special short time temporary employment.

FOURTH MARINES, SHANGHAI, CHINA

SUPERVISORY MECHANICAL SERVICE

		Local currency		
Carpenter-foreman (alien)	per month	108.00.		

MECHANIC GROUP

Carpenter (alien)	per month	86.40.		

LABORER GROUP

Laborer (alien)	per month	43.20	36.00	28.80.

SPECIAL-DUTY SERVICE

This service includes all employees who are required to be available outside of regular working hours for—

Fire protection.
Police protection.
Emergency services in connection with distribution systems, power-plant operation, and transportation systems.
Ferry operation.
Care of livestock.
Care of grounds and greenhouses.
Regular duties of trade or occupation.
Piloting and berthing of vessels.

Wherever in any naval station the public interest requires the availability of particular employees for fire and police protection and emergencies outside of regular working hours, the regular duties of the position held by each of such employees shall be considered as including the special services to be rendered outside of regular working hours, and such employees may, in the discretion of a commandant, be furnished quarters, heat, light, household equipment, subsistence, and laundry service, or any one or more of these, if available, the value of which will be determined and included as a part of the total rate of compensation fixed for each of such positions.

Employees paid on a per diem or per month basis assigned to the special-duty service shall receive as compensation the regular pay of their ratings and in addition the value of quarters, heat, light, household equipment, subsistence, and laundry service, or any one or more of these, if available, as determined in accordance with paragraph 8, page 56.

Employees paid on a per annum basis performing special duty shall not receive any compensation for such service in addition to the per annum pay of their positions, as the value of allowances furnished has been included by the Department in fixing the per annum rates for the positions.

Employees assigned to the special-duty service shall not be assigned to any duty requiring the payment of overtime, Sunday, or holiday rates of pay provided in paragraph 3, page 63.

(Also applies to fifteenth naval district; naval station, Guam; naval station, Tutuila, Samoa; and Sixteenth Naval District.)

INSTRUCTIONS

Appointments to positions in group IVa (except as provided in paragraphs 69, 70, and 71, "Regulations governing the employment of civil personnel under the Naval Service, C. S. C. Form 2009") and group IVb, as well as to excepted positions wherein the same character of work is performed, are made by the Secretary of the Navy. Employments in positions other than the foregoing shall be made only in the ratings and rates of pay carried in this Schedule of Wages. No employee shall be carried in any rating shown herein unless he actually performs the usual and ordinary duties of his rating, except as provided in C. S. C. Form 2009 or other specific authority of the Navy Department.

GENERAL

1. *Sphere of application.*—The rates of pay established by this Schedule of Wages for the navy yards and naval stations listed below in capital letters are established also for the activities listed thereunder:

- NAVY YARD, BOSTON, MASS.:
    - Navy Yard, Portsmouth, N. H.
    - Naval Hospital, Portsmouth, N. H.
    - Naval Prison, Portsmouth, N. H.
    - Marine Barracks, Portsmouth, N. H.
    - Naval Ammunition Depot, Hingham, Mass.
    - Naval Hospital, Chelsea, Mass.
- NAVAL TORPEDO STATION, NEWPORT, R. I.:
    - Naval Training Station, Newport, R. I.
    - Naval Hospital, Newport, R. I.
    - Naval War College, Newport, R. I.
    - Naval Fuel Depot, Melville, R. I.
- NAVY YARD, NEW YORK, N. Y.:
    - Activities in the Third Naval District.
- NAVY YARD, PHILADELPHIA, PA.:
    - Activities in the Fourth Naval District.
- NAVY YARD, WASHINGTON, D. C.:
    - Naval Gun Factory, Washington, D. C.
    - Naval Medical Center, Washington, D. C.
    - Naval Research Laboratory, Washington, D. C.
    - Marine Barracks, Washington, D. C.
    - Naval Air Station, Anacostia, D. C.
    - Naval Experimental Model Basin, Carderock, Md.
    - Naval Radio Receiving Station, Cheltenham, Md.
    - Naval Academy, Annapolis, Md.
    - Naval Hospital, Annapolis, Md.
    - Engineering Experiment Station, Annapolis, Md.
    - Naval Powder Factory, Indianhead, Md.
    - Naval Proving Ground, Dahlgren, Va.
    - Naval Radio Station, Arlington, Va.
    - Marine Barracks, Quantico, Va.
- NAVY YARD, NORFOLK, VA.
    - Activities in the Fifth Naval District.

Naval Ordnance Plant, South Charleston, W. Va.
Navy Yard, Charleston, S. C.:
  Activities in the Sixth Naval District.
Naval Air Station, Pensacola, Fla.:
  Activities in the Seventh and Eighth Naval Districts.
Naval Training Station, Great Lakes, Ill.:
  Activities in the Ninth Naval District.
Naval Operating Base, San Diego, Calif.:
  Activities in the Eleventh Naval District.
Navy Yard, Mare Island, Calif.:
  Activities in the Twelfth Naval District.
Navy Yard, Puget Sound, Wash.:
  Activities in the Thirteenth Naval District.
Navy Yard, Pearl Harbor, T. H.:
  Activities in the Fourteenth Naval District.

No reduction in pay of any employee shall result from the initial application of this Schedule of Wages.

Instructions applying to employees in groups I, II, III, IVa, and IVb also apply to employees performing similar services carried under native and alien schedules.

2. *Hours of work.*—The regular working hours of all employees shall be forty hours per week, eight hours per day, Monday to Friday, inclusive. No exemption shall be made therefrom without the approval of the Navy Department, obtained in advance, except as hereinafter provided.

Whenever a per diem employee is relieved or prevented from working solely because of the occurrence of any day declared a holiday by Federal statute or Executive order, or any day on which the Departments and establishments of the Government are closed by Executive order, such day shall be regarded as a part of his 40-hour work week.

An employee may be furloughed without pay on one or more of the 5 days of his regular work week for a time equivalent to the number of hours he is needed for work on the Saturday or Sunday following. Such action must be taken in advance and shall be regarded as a change in the regular 5-day tour of duty of the employee. For Sunday work in the changed tour of duty, only the Schedule of Wages rate of pay shall be allowed for work within 40 hours for the week.

Where work in excess of 8 hours has been performed on a given calendar day, an employee shall not, as a matter of policy, be furloughed without pay for the remainder of the work week, after he has worked a total of 40 hours.

An employee in a travel status, not actually engaged in labor while enroute from his duty station to the point of destination and return to duty station, shall be paid at the Schedule of Wages rate of pay for not to exceed 8 hours in any one calendar day, but such time shall be eliminated in computation of hours of labor for overtime purposes.

Necessary 24-hour service shall be maintained by staggering of shifts. Forty hours' work shall be performed by employees working in shifts on 5 workdays of 8 hours each out of 7 consecutive days. This applies also to Group IV (b) employees, such as telephone and telegraph operators and guards.

Employees whose regular tour of duty is on 6 days of the week, under specific authority of the Department, are subject to the Saturday half-holiday law of March 3, 1931, and are entitled to compensatory time, with pay, on a day of the succeeding week, equal to the time worked on Saturday in excess of 4 hours, but those who work on a 5-day workweek basis are not entitled to compensatory time for work performed in excess of 4 hours on Saturdays.

3. *Overtime, Sunday, and holiday rates of pay for per diem, per hour, and piecework employees.*—For work in excess of 40 hours per week, performed under proper authority, the schedule rate of pay, plus 50 percent additional, shall be allowed

For work on Sundays within the employee's regular tour of duty, the schedule rate of pay shall be allowed.

For work on any day declared a holiday by Federal statue or Executive order or any day on which the departments and establishments of the Government are closed by Executive Order, within the employee's regular tour of duty, the schedule rate of pay shall be allowed.

Whenever an employee is relieved or prevented from working solely because of the occurrence of any day declared a holiday by Federal statute or Executive order, or any day on which the departments and establishments of the Government are closed by Executive order, he shall receive the same pay for such days as for other days on which an ordinary day's work is performed.

For work on Sundays, not exceeding 8 hours, when not a part of the employee's regular tour of duty, performed under proper authority, the schedule rate of pay, plus 50 percent additional, shall be allowed.

For work on any day declared a holiday by Federal statute or Executive order or any day on which the departments and establishments of the Government are closed by Executive order, not exceeding 8 hours, when not a part of the employee's regular tour of duty, performed under proper authority, the schedule rate of pay, plus 50 percent additional, shall be allowed.

For work in excess of 8 hours on Sunday or on any day declared a holiday by Federal statute or Executive order or any day on which the departments and establishments of the Government are closed by Executive order, when such days are not a part of the employee's regular tour of duty, performed by reason of extraordinary emergency, 50 percent additional to the Sunday or holiday rate of pay, or 125 percent additional to the schedule rate of pay shall be allowed.

A per diem power plant employee or any other per diem employee whose 40-hour tour of duty requires that he work on a holiday is not entitled to gratuity pay for a holiday or closed day within his regular tour of duty, unless he is relieved from working solely because of the occurrence of the holiday. If such an employee is relieved from working for all or any part of such a holiday or closed day solely because of the occurrence thereof, he is entitled to 1 day's pay.

Work performed between midnight Saturday and midnight Sunday shall be computed as Sunday work and paid for at Sunday rates, when not a part of the employee's regular tour of duty.

Annual leave and sick leave with pay occurring during the regular tour of duty of an employee shall be regarded as a part of the 40-hour workweek. Retroactive substitution of leave with pay for leave without pay does not change the status of service already rendered from regular time to overtime so as to authorize payment of an additional amount of compensation.

When a legal holiday falls on 1 of the 5 days of an employee's regular tour of duty, he shall be credited with 8 hours for that day, whether or not he works, in computing time for overtime purposes.

4. *Additional pay.*—Additional pay, other than that provided in this Schedule of Wages, is not authorized. Employees "assigned to duty" for which additional pay is provided herein shall receive the additional pay for the duration of the assignment, including periods of leave of absence with pay and days declared holidays by Federal statute or Executive order, or any day on which the departments and establishments of the Government are closed by Executive order. Employees receiving additional pay "while actually engaged" upon work for which

additional pay is provided herein are not entitled to such additional pay during periods of leave of absence with pay and on the days above referred to.

Employees paid on a per annum or per month basis are not entitled to additional pay, nor to the overtime, Sunday, and holiday rates of pay, except as provided in section 5 (a) of the National Defense Act, approved June 28, 1940, which reads, in part, as follows:

> "That compensation for employment in excess of forty hours in any administrative workweek computed at a rate not less than one and one-half times the regular rate shall be paid only to monthly, per diem, hourly, and piece-work employees, whose wages are set by the Act of July 16, 1862 (12 Stat. 587), as amended or modified; and also to professional and subprofessional employees and to blueprinters, photostat and rotaprint operators, inspectors, supervisory planners and estimators, and supervisory progressmen, and assistants to shop and plant superintendents of the CAF service, as defined by the Classification Act of March 4, 1923 (42 Stat. 1488; U. S. C. 5, ch. 13), as amended: *Provided further*, That in determining the overtime compensation of per annum Government employees the pay for one day shall be considered to be one three-hundred-and-sixtieth of their respective per annum salaries."

5. *Night work.*—All per diem employees, except as noted in paragraph 15, whose whole time of work or any part thereof is between the hours of 6 p. m. and 7 a. m., shall be paid $0.06 per hour in addition to their schedule rate of pay for work performed between the hours mentioned, except that no employee shall receive extra pay for night work for which he is paid Sunday, holiday, or overtime rates of pay. Applies in United States and Hawaii only.

6. *Computation of compensation at Naval Hospitals and Naval Home.*—The pay of all employees at naval hospitals and the Naval Home shall be upon a per annum or per month basis. Computation of the annual compensation of employees in ratings carried on a per hour basis herein shall be computed by multiplying the daily rates shown herein by 260. Ratings carried on an hourly basis shall be computed by multiplying the hourly rates shown herein by 2,080. The computation for a fraction of a month of compensation of employees in ratings carried on a per diem or per hour basis shall be made in accordance with appendix D, circular letter C, Manual of the Medical Department, United States Navy, and Uniform Salary Tables issued by the Bureau of Medicine and Surgery, Navy Department. Civil personnel employed at the Naval Medical School and the naval dispensary, Washington, D. C., at sick quarters at the naval training station, Norfolk, Va., and the marine barracks, Quantico, Va., and at the leper colony, Island of Guam, shall be paid in accordance with this paragraph.

7. *Quarters, heat, light, household equipment, subsistence, and laundry service.*—All allowances in the form of quarters, heat, light, household equipment, subsistence, and laundry service, or any one or more of these, either to employees in the special-duty service or to employees whose rates of compensation have been fixed in consideration of their receiving certain allowances, will be appraised annually by a board of 3 officers, or, if such number of officers be not available, by one or two officers. The appraised value shall be adjusted, in the case of employees paid weekly and semimonthly, to the nearest multiple of 52 and 24 respectively, in order that accounting therefor shall accord with weekly and semimonthly payments of salary. Such appraisal shall be approved by the commandant, commanding officer, or officer in charge, except in the case of subsistence at Naval Hospitals, the appraisal value of which has been determined and fixed by the Bureau of Medicine and Surgery, Navy Department.

The basis for computing the rate of rental to be charged Government employees furnished quarters by the Government is not the original investment of the Government in the building occupied by the employees, nor necessarily the present investment of the Government in the building, but the reasonable value of the quarters to the employees during the particular period and in the particular locality where situated. Consideration should be given to what amount the employee would be relieved from paying if private quarters equally suitable to his needs had been rented. Likewise, as regards heat, light, household equipment, subsistence, and laundry service.

There shall be filed with the disbursing officer of the station to be forwarded to the General Accounting Office with the pay rolls for the first pay period in each calendar year, a certificate by the commandant, commanding officer, or officer in charge showing the name of the employee, his rating, the special duty performed in the case of an employee assigned to the special-duty service, the money compensation of the position, the value of each allowance furnished in kind, and the total compensation of the position. Copy of this certificate shall be forwarded to the department.

Any subsequent change during the year shall be evidenced by a supplemental certificate showing specifically the change from the original certificate. Copy of this certificate shall be forwarded to the department.

The allowance of quarters, heat, light, household equipment, subsistence, and/or laundry service shall be contingent upon their availability, and where not furnished in kind no right to commutation therefor shall accrue, except as provided in the following subparagraph.

Under the act of June 26, 1930 (Public, No. 445, 71st Cong.), American citizen employees having permanent station in foreign countries are furnished, without cost to them, living quarters including heat, fuel, and light, in Government-owned or rented buildings, and where such quarters are not available, are granted an allowance in lieu thereof, within the limits of such appropriations as may be made therefor, in accordance with the Standardized Regulations approved by the President and promulgated by the Director of the Bureau of the Budget June 19, 1931, effective July 1, 1931, as amended. Allowances under the foregoing provision of law are made by the Secretary of the Navy.

8. *Flying.*—All per diem employees detailed to flying in connection with testing apparatus or appliances on aircraft or testing out aircraft shall be allowed fifty percent additional to their schedule rate of pay for the day they fly, and shall fly only on the approval of the commandant or other officer in charge. No employee shall fly without such authority, secured in advance for each flight. Duty on board aircraft at mast is not flying duty.

9. *Instructors.*—Group III employees assigned full time as instructors shall receive additional compensation at the rate of $0.06 per hour more than the maximum rate of pay for their trade; those assigned as part-time instructors shall receive such additional compensation only while actually engaged as instructors, under the following conditions:

(*a*) In the apprentice schools as instructors or while assisting the Supervisor of Apprentices in the administration of the school.
(*b*) As shop instructors with direct supervision of 12 or more apprentices.
(*c*) As instructors while actually working at their trades and engaged in the *intensive* training of five or more group II or III employees.
(*d*) As instructors of other duly authorized in service training classes of any group of employees.

Group IVa and IVb employees shall not receive additional compensation for their services as instructors.

10. *Planner and estimator, and progressman.*—Employees assigned to duty as planners and estimators or progressmen shall be fully qualified mechanics, in their

particular ratings, such assignments to be made upon selection without examination.

Planners and estimators shall be assigned to duty in the planning division for the purpose of planning and estimating work.

Progressmen shall be assigned to duty in the production division for the purpose of progressing the work through the various shops, the yard, and aboard ship.

Appointment will be made by the Navy Department after civil-service examination, to the positions of head, principal, and senior planner and estimator, and head, principal, and senior progressman.

The total number of mechanics assigned to duty as planners and estimators, progressmen, junior planners and estimators, and junior progressmen, exclusive of their supervisors, allowed for both the planning division and the production division shall not exceed 1¼ percent of the total number of employees in groups I, II, and III, and the number of progressmen not to exceed one-quarter of 1 percent of such total, except at Washington Navy Yard where the total number of mechanics assigned as planners and estimators and progressmen shall not exceed 1½ percent of the total number of employees in groups I, II, and III, the number of progressmen not to exceed one-half percent of such total.

Employees assigned to duty as junior planners and estimators and junior progressmen shall be recruited from the shops and shall be considered in an "on trial" status or so assigned to take care of peak loads. They shall not be kept in this status indefinitely, but shall either be returned to their shops or shall be assigned to duty as planners and estimators, or progressmen, respectively, when their qualifications have been definitely determined.

Supervisory mechanical employees shall not be assigned to planning and estimating work in the planning division.

11. *Purchase and supply group.*—Employees of supply departments engaged in storehouse work and outside work in connection with receiving and shipping are required to perform such manual labor as may be necessary in connection with the delivery or shipment of freight and supplies.

12. *School teachers.*—Instructors and teachers in schools at the Naval Proving Ground, Dahlgren, Va., Quantico, Va., and Parris Island, S. C., and the naval station, Island of Guam, shall be paid only for the months in which they work in the school year and for authorized leave of absence with pay for each of such months.

13. *Supervisory employees at naval hospitals.*—Leaders, leadingmen, quartermen, and chief quartermen shall not be allowed at naval hospitals. Chief mechanic, assistant chief mechanic, and head mechanics of various trades and occupations shall be employed only on authority of the Navy Department. One chief mechanic only shall be allowed at hospitals.

SUPERVISORY MECHANICAL SERVICE

14. *Complement of supervisors.*—The total number of supervisors (group IV (a)), in any navy yard or naval station as a whole shall not exceed one-twelfth of the number of mechanics (group III). The one-twelfth quota of supervisors allowed is intended to provide necessary supervision and leadership for all employees in groups I, II, and III, except laborers not apportioned to groups legitimately supervised by mechanics. To provide supervision for such groups of laborers, leaders, leadingmen, and quartermen laborers are excluded from the one-twelfth quota of supervisors and may be appointed to these positions by the commandant, in accordance with existing regulations, to meet the exigencies of the service as they occur.

Where the force of mechanics (group III) in any shop is in excess of 250, a chief quarterman may be employed from the most applicable trade for general supervision of such employees, if necessitated by the needs of supervision. Additional chief quarterman may be employed in the ratio of not more than 1 chief quarterman for each additional 200 mechanics (group III). Chief quartermen shall be appointed from among employees holding the rating of quarterman through noncompetitive examination by the labor board. There shall not be more than one quarterman to twenty-four mechanics (group III). Should it be necessary to organize gangs of twelve or more mechanics, a leadingman may be appointed to supervise such gangs. Direct labor may also be required of the leadingmen of such gangs when composed of less than 12 mechanics. A quarterman laborer must have not less than 24 laborers under his supervision, and a leadingman laborer having less than 12 laborers under his supervision may be required to assist with the direct labor of his gang. Where leadership is necessary, and there are not a sufficient number of mechanics (group III) to warrant the appointment of a leadingman, a leader may be appointed. Leaders must have not less than 5 mechanics under their leadership and shall be included in the one-twelfth quota of supervisors. They shall be appointed from registers of leadingmen maintained by the labor board. Direct labor shall be required of leaders. Leader laborers (who are not working with or under mechanics) shall have not less than 5 laborers under their leadership.

Additional supervisory force allowed over powder-factory attendants at the Naval Powder Factory, Indianhead, Md., and battery attendants at the Naval Proving Ground, Dahlgren, Va., shall be based on one-twelfth of the total number of employees in these two particular ratings.

This paragraph applies to the Naval Aircraft Factory, Philadelphia, Pa., separately, as distinguished from the industrial activities of the navy yard.

In navy yards and naval stations outside the continental limits of the United States no supervisor of the grade of quarterman or above shall be appointed who cannot speak, read, and write English, and no leadingman shall be appointed who cannot speak and understand English.

15. *Additional pay, supervisory employees.*—Master mechanics, foremen, and other employees in charge, appointed by the Secretary of the Navy, shall not receive any pay in addition to their schedule rate of pay, except that authorized in paragraphs 3 and 8.

Other employees in the supervisory mechanical service, in the United States and Hawaii, shall not receive any pay in addition to their schedule rate of pay, except the additional pay authorized in paragraphs 3, 5, 8, 18, 25, 28, 29, and 31, and those outside the United States and Hawaii shall not receive any pay in addition to their schedule rate of pay, except the additional pay authorized in paragraphs 3, 8, 18, and 29.

LABORER, HELPER, AND MECHANICAL SERVICE

16. *Chainmaker.*—Helpers, blacksmiths' (heavy fires), assigned to duty as chainmakers shall be allowed the schedule rate of pay therefor in lieu of their schedule rate of pay, without change of rating through the labor board, when such procedure is deemed advantageous or desirable.

17. *Craneman.*—Cranemen, electric, while actually engaged in operating cranes of capacity listed below, which shall include the necessary work of preparing for use and placing apparatus in proper condition after use; the time of the craneman awaiting call or signal for the use of apparatus subsequent to reporting and putting apparatus in a state of readiness for work, as well as any work that the employee may be required to do in his capacity as craneman in connec-

tion with the overhaul and repair of the crane, shall receive an additional allowance per hour above the schedule rate of pay as follows:

Cranes, all types, 100 tons and over	$0. 30
Cranes, all types, 20 tons or more, and less than 100 tons	. 18
Floating cranes and derricks, and traveling type hammerhead, gantry, and cantilever cranes, under 20 tons	. 12
Cantilever and hammerhead cranes, fixed type, under 20 tons	. 06
Cranes under 20 tons handling molten metal	. 06

Applies to United States and Hawaii only. Employees in the Sixteenth Naval District, while operating such cranes, shall receive the proportion of the additional pay provided above as follows: Division 1, 100%; division 2, 66⅔%; division 3, 50%.

18. *Dirty work.*—Employees while actually engaged in dirty work shall be allowed $0.06 per hour in addition to their schedule rate of pay. Dirty work is hereby defined as work in confined spaces afloat or ashore, such as fuel-oil tanks whose surfaces are coated with fuel oil, dirty double bottoms, dirty bilges, grease coated ballast tanks, dirty or greasy blisters, dirty sewage tanks and sumps, and other confined spaces of similar character as regards filth.

Excessive dirt, dust or fumes created by working in otherwise clean confined spaces, such as that incident to removing paint, bitumastic compositions or cement wash, or that incident to the application of bitumastic compositions shall be considered as justifying the extra pay. The filthiness must be greater than the dirtiness that is unavoidable in many shipyard activities, or must subject the employee to soil or damage to body or clothing over and above that normally to be expected in his rated occupation. Such confined spaces shall be provided with such mechanical ventilation as may be necessary to insure that the air is fit to breathe and is nonexplosive. Employees while actually engaged in pickling or cleaning where strong solutions are used and working conditions are poor, shall also receive the additional pay. Applies in the United States, Hawaii, and the Sixteenth Naval District only. The additional pay in the Sixteenth Naval District shall be as follows: Division 1, $0.06 per hour; division 2, $0.05 per hour; division 3, $0.04 per hour.

The extra compensation of $0.06 per hour for dirty work is authorized for

(*a*) Paint spraying of interior compartments.
(*b*) Paint spraying of structural plates and shapes following their pickling.
(*c*) The application of hot beeswax and grease to aircraft material where this work has to be done in an enclosed space heated to about 90° F. and requires the operator to wear a forced air feed mask.
(*d*) Cleaning of large gasoline storage tanks that have contained "leaded" gasoline.
(*e*) Cleaning and stripping airplane parts where employees suffer from the use of acid, toxic or caustic solutions.

provided, that, in all of the above operations, the employees are actually subjected to soil or damage to body or clothing over and above that to be expected in their rated occupations.

19. *Diver.*—Employees shall be paid at the rate of pay indicated herein for diver only while actually engaged in diving work, including time of preparation therefor and cleaning up thereafter.

20. *Engineman.*—Enginemen, while actually engaged in operating excavators, gasoline-engine drive, or steam shovels, shall receive $0.18 per hour in addition to their schedule rate of pay for engineman.

Enginemen, while actually engaged in operating floating derricks of 100 tons and over, which shall include the necessary work of preparing for use and placing apparatus in proper condition after use, the time of the engineman awaiting call or signal for the use of apparatus subsequent to reporting and putting apparatus in a state of readiness for work, as well as any work that the employee may be required to do in his capacity as engineman, in connection with the overhaul and repair of the floating derrick, shall receive $0.06 per hour in addition to their schedule rate of pay. Applies in United States and Hawaii only.

21. *Forging rates.*—Employees, while actually engaged in forging material 4 inches or more and less than 6 inches, square or round, weighing over 100 pounds and less than 500 pounds, shall receive the blacksmith, heavy fires, schedule rate of pay. While actually engaged in forging material 4 inches or more and less than 6 inches, square or round, weighing over 500 pounds, they shall receive the light-forger schedule rate of pay. While actually engaged in forging material 6 inches or larger, square or round, weighing over 100 pounds and less than 500 pounds, they shall receive the light-forger schedule rate of pay. While actually engaged in forging material 6 inches or larger, square or round, weighing 500 pounds or over, they shall be paid the heavy-forger schedule rate of pay.

Illustration:

PAY TABLE

Weight	Size		
	Under 4 inches	4 inches or more and less than 6 inches	6 inches or larger
Under 100 pounds	Blacksmith, other fires	Blacksmith, other fires	Blacksmith, other fires.
100 and less than 500	do	Blacksmith, heavy fires	Forger, light.
500 or over	do	Forger, light	Heavy forger.

Furnacemen, helpers, and hammer runners, while actually engaged in work on the classes of heavy forging work stated in the foregoing, shall receive the schedule rate of pay for helpers, blacksmiths', heavy fires; helpers, heavy forgers'; hammer runners, heavy; or furnace men, heavy forge, heater; as the case may be.

Applies in the United States and Hawaii only. Employees in the Sixteenth Naval District when actually engaged in forging material 4 inches or more square or round and less than 6 inches square or round shall receive the blacksmith, heavy fires, schedule rate of pay.

22. *Gardener.*—There shall be only one gardener employed in any navy yard or naval station, except at the Navy Yard, Washington, D. C., and at the naval air station, Pensacola, Fla., where three may be employed. Hospitals shall be considered as separate units and may employ one gardener each. One gardener may be employed at each of the following activities: David W. Taylor Model Basin, Carderock, Md.; naval operating base, Norfolk, Va.; naval training station, Norfolk, Va.; naval air station, Pearl Harbor, T. H., and the naval ammunition depot, Hawthorne, Nev. Two gardeners may be employed at the Naval Academy, Annapolis, Md. Five gardeners may be employed at the naval station, Newport, R. I., assigned as follows: one at the naval torpedo station, one at the naval training station, one at the Naval Hospital, one at the Government landing and one at that portion of Coasters Harbor Island designated as the naval station.

23. *Gyrocompass repairing.*—Mechanics, while actually engaged in the work of repair and adjustment of gyrocompasses, shall be allowed $0.06 per hour in addition to their schedule rate of pay. Applies in United States, Hawaii, and the Sixteenth Naval District only. The additional pay in the Sixteenth Naval District shall apply to Division 1 employees only.

24. *Layer-out.*—Layers-out, while actually engaged on such work, shall be allowed $0.06 per hour in addition to their schedule rate of pay. Layers-out are

mechanics who lay out work direct from drawings for other men to machine. This does not apply to mechanics whose use of drawings is limited to the laying out of their own work or some portion of it from drawings and does not apply to employees whose schedule rate of pay is fixed in consideration of the character of work they perform. This allowance shall not be paid to employees of any trade other than boilermaker, machinist, shipfitter, and toolmaker unless specifically authorized by the Navy Department. Applies in United States, Hawaii, and the Sixteenth Naval District only. The additional pay in the Sixteenth Naval District shall be as follows: Division 1, $0.06 per hour; division 2, $0.05 per hour; and division 3, $0.04 per hour.

25. *Lead azide.*—Employees detailed to handling or working with lead azide under such conditions as to expose them to danger shall receive $0.06 per hour in addition to their schedule rate of pay for the entire day on which so exposed. Applies in United States only.

26. *Lead burning.*—Mechanics, while actually engaged upon lead-burning work, including time of preparation therefor and cleaning up thereafter, shall receive $0.12 per hour in addition to their schedule rate of pay. Rating of lead burning allowed under Washington for use at Indianhead only.

27. *Loftsman.*—Mechanics assigned to duty as loftsmen shall be allowed the schedule rate of pay therefor in lieu of the schedule rate of pay for their trade without change of rating through the labor board, when such procedure is deemed advantageous or desirable.

28. *Machinist.*—(*a*) Machinists at the Navy Yard, Washington, D. C., when assigned to the duty of operating power tools and performing such machine work as may be necessary in connection with loaded items of fuzes, pyrotechnics and other ammunition, in the Experimental Ammunition Building, shall receive $0.06 per hour in addition to their schedule rate of pay.

(*b*) Machinists assigned to duty as toolmakers in the tool shop at the Washington Navy Yard, shall receive the corresponding toolmaker schedule rate of pay, while so assigned. Such assignments shall be confined to intermittent occasions when the urgency or limited duration of the work involved justifies this procedure.

(*c*) Machinists assigned to duty as instrument makers at the Washington Navy Yard shall be allowed the corresponding instrument maker schedule rate of pay, while so assigned, without change of rating through the labor board. Such assignments shall be confined to intermittent occasions when the urgency or limited duration of the work involved justifies this procedure.

29. *Ordnanceman.*—Ordnancemen employed at naval ammunition depots, mine depots, and at the Naval Proving Ground, Dahlgren, Va., shall receive $0.06 per hour in addition to their schedule rate of pay. The additional pay in the Sixteenth Naval District shall be as follows: Division 1, $0.06 per hour; division 2, $0.05 per hour; division 3, $0.04 per hour.

Ordnancemen at the naval ordnance plant, Baldwin, Long Island, N. Y., and the naval magazine, Bellevue, D. C., and in the magazines and the Experimental Ammunition Unit of the Washington Navy Yard, assigned to work of a hazardous nature shall receive $0.06 per hour in addition to their schedule rate of pay.

Ordnancemen and other employees detailed to handling or working TNT under such conditions as to expose them to the danger of TNT poisoning shall receive $0.10 per hour in addition to their schedule rate of pay for the entire day on which so exposed. Additional pay in the Sixteenth Naval District shall be as follows: Division 1, $0.10 per hour; division 2, $0.08 per hour; division 3, $0.05 per hour.

Ordnancemen at torpedo stations and torpedo storages, while actually engaged in assembling, disassembling, or testing torpedoes, shall receive $0.06 per hour in addition to their schedule rate of pay.

Ordnancemen at the naval torpedo stations, Newport, R. I., and Keyport, Wash., while actually engaged in loading, assembling loaded components, extracting or breaking down primers, fuzes, detonators, and similar exploding mechanisms, or working with explosive pellets, fulminate of mercury, calcium phosphide and tetryl, or in grinding powder, shall receive $0.06 per hour in addition to their schedule rate of pay.

Quartermen, leadingmen, and leaders, ordnancemen, while regularly and immediately supervising groups of employees at least 50 percent of whom are receiving the additional pay provided in this paragraph, shall also receive such additional pay. If under such circumstances any of the men included in the 50% are receiving the differential for the TNT poisoning hazard the supervisor shall receive the $0.10 differential.

Applies in United States, Hawaii, and the Sixteenth Naval District only.

30. *Powerhouse watch.*—Mechanics assigned in charge of a watch in the powerhouse of not less than four employees, exclusive of laborers and helpers, shall, unless holding a supervisory rating, receive $0.12 per hour in addition to their schedule rate of pay. The additional pay in the sixteenth naval district shall be as follows: Division 1, $0.12 per hour; division 2, $0.10 per hour; division 3, $0.08 per hour.

Mechanics assigned in charge of a watch in the powerhouse of less than four employees, exclusive of laborers and helpers, shall, unless holding a supervisory rating, receive $0.06 per hour in addition to their schedule rate of pay. The additional pay in the sixteenth naval district shall be as follows: Division 1, $0.06 per hour; division 2, $0.05 per hour; division 3, $0.04 per hour.

Applies in United States, Hawaii, and the sixteenth naval district only.

31. *Refrigerating plant.*—Employees while actually engaged in or while assigned to duty in cold-storage compartments of refrigerating plants, ashore or afloat, and thus subjected to low temperatures, shall be allowed $0.06 per hour in addition to their schedule rate of pay. The additional pay in the sixteenth naval district shall be as follows: Division 1, $0.06 per hour; division 2, $0.05 per hour; division 3, $0.04 per hour.

32. *Sewer.*—Sewers, while actually engaged in cutting in the flag loft, shall be allowed $0.06 per hour in addition to their schedule rate of pay. Applies in United States and Hawaii only.

Sewers at the Naval Ordnance Plant, Baldwin, Long Island, N. Y., while actually engaged in cutting out projectile parachutes, aircraft flare parachutes, and target balloons shall be allowed $0.06 per hour in addition to their schedule rate of pay.

33. *Stevedore.*—The schedule rate of pay for stevedores shall be allowed to employees while actually engaged in the loading and discharging of cargo and coal-carrying vessels operated for Navy account. A lighter is not considered a cargo vessel, unless work on the lighter is under ship's tackles. This shall include employees actually engaged in handling freight from cars, trucks, trailers, and other conveyances on docks alongside ships to ships' tackles and vice versa. Authority is granted to employ for intermittent service—first, unskilled labor available in the navy yards and naval stations; second, available eligibles from the register kept by the labor board; and third, such additional men as may be necessary to expeditiously load or discharge vessels. Authority is granted to use general helpers and classified laborers on stevedore work, and to pay the stevedore rate while actually engaged on this work, when there is an insufficient supply of

common laborers. Authority is granted to employ laborers, not to exceed 15 days in any one calendar month, without reference to civil-service registers, when necessary to avoid delay in loading and discharging cargo carriers. The schedule leadingman and quarterman stevedore rate shall be paid to leadingmen and quartermen laborers while actually engaged in supervision of stevedores or laborers performing this work, except in the Sixth and Seventh Naval Districts.

○

For sale by the Superintendent of Documents, Washington, D. C. - - - - Price 10 cents

NAVY DEPARTMENT - 1941

OFFICE OF THE UNDER SECRETARY OF THE NAVY
PROCUREMENT LEGAL DIVISION
WASHINGTON

PLD/HSH:jhf

December 24, 1941.

Dear Miss Anderson:

I have your letter of December 23, 1941, and I think your program should enable us to accomplish our aims. In any event it is certainly worth a very good try.

I do not have any specific cases to call to your attention at this moment, but in the event I do, I will telephone you.

Sincerely yours,

H Struve Hensel

H. Struve Hensel
Chief of Division.

Miss Mary Anderson,
Director,
Women's Bureau,
Department of Labor.

December 23, 1941

Mr. H. Struve Hensel
Office of the Under Secretary
Navy Department
Washington, D. C.

My dear Mr. Hensel:

As I promised, I want to send you the program which the States have adopted for the employment of women at night.

California, Massachusetts, New York, Kansas, Pennsylvania, Indiana, New Jersey, Wisconsin, Connecticut and Nebraska have all adopted the procedure recommended and will, after investigation, grant permission to individual firms to work women on the third shift. Delaware,(which is not a strategic state at the present time as there are only a few women working in the Bellanca aircraft plant there), has referred the question to the Attorney General and will notify me what their decision will be. The other States not mentioned here have no night work law.

I have just had a call from the War Department asking us to investigate the Parker Appliance Company in Cleveland, which is working on aircraft parts. They want to employ women on a 7-day week and I have already assigned one of our people to investigate this firm.

Sincerely yours,

Mary Anderson, Director

MA:IS

Def.
Govt

December 18, 1941

Rear Admiral John H. Towers
Bureau of Aeronautics
Navy Department
Washington, District of Columbia

Refer: No. AER-3-KHM
A2-14 (3)
EL
QM (1127)
008432

My dear Rear Admiral Towers:

Under date of February 14, 1941 you were so kind as to send letters to the aircraft manufacturers working on Navy contracts requesting that two members of our staff be permitted to visit their plants. The purpose of these visits was to study aircraft occupations with a view toward determining the work which women could do effectively. The report based on these surveys has been used by then existing plants as a basis for determining policies with regard to women's employment. However, the employment of women has been slow due to factors probably beyond the control of management. To-day it is deemed essential that women take over that portion of the work which our experience shows they can do effectively.

To this end we are sending two of our agents to visit the plants to convey to them personally the experience of other employers in the use of women both in this country and in England. We are also asking State Labor Commissioners to waive the night work limitations concerning women's employment so that women can work on three - eight hour shifts in aircraft assembly plants.

We have received notification from our agent in Tulsa that your Department must authorize such return visits. May I ask, therefore, that such authorization be granted according to the following itinerary and for the persons named.

Very truly yours,

Mary Anderson, Director

Enclosure

BMN:LW

Women's Bureau
U. S. Department of Labor
Washington

December 18, 1941

List of airframe assembly plants to be visited by agent named.

Ethel Erickson, Chief, Field Investigator

Douglas Aircraft Company, Inc., Santa Monica, Calif.
Lockheed Aircraft Corp., Burbank, Calif.
North American Aviation, Inc., Inglewood, Calif.
Northrup Aircraft, Inc., Hawthorne, Calif.
Vultee Aircraft, Inc., Los Angeles, Calif.
Consolidated Aircraft Corp., San Diego, Calif.
Ryan Aeronautical Co., San Diego, Calif.

Margaret Kay Anderson, Field Investigator

Spartan Aircraft Co., Tulsa, Oklahoma
Douglas Aircraft Co., Inc., Tulsa, Oklahoma
North American Aviation, Inc., Dallas, Texas
Consolidated Aircraft Corp., Fort Worth, Texas
Ford Motor Co., Fort Worth, Texas
Vultee Aircraft Inc., Nashville, Tenn.
General Motors Corp., Memphis, Tenn.
Curtiss Wright Corp., St. Louis, Missouri
Curtiss Wright Corp., Columbus, Ohio
Goodyear Aircraft Corp., Akron, Ohio
St. Louis Aircraft Corp., St. Louis, Mo.

Ethel Erickson and/or Margaret Kay Anderson

Bell Aircraft Corporation, Buffalo, N. Y.
Bellanca Aircraft Corporation, New Castle, Delaware
Boeing Aircraft Co., Seattle, Washington
Brewster Aeronautical Corp., Long Island City, N. Y.
Curtiss Wright Corporation, Buffalo, N. Y.
Glenn L. Martin Company, Baltimore, Md.
Piper Aircraft Corporation, Lock Haven, Pa.
Republic Aviation Corporation, Farmingdale, L. I., N. Y.
Vought-Sikorsky Aircraft Division
    of United Aircraft Corp., Stratford, Conn.

Files

October 20, 1941

Lieut. Commander O. D. Adams
Puget Sound Navy Yard
Bremerton, Washington

My dear Commander Adams:

Your letter, together with the inclosure of the Commandant's letter to the Secretary of the Navy, and the outline of possible new jobs for women, was received Saturday upon my return to the office from a field trip.

Mary Anderson, our director, said the services of the Bureau could be made available for a survey in the Navy Yard as soon as word is received from the Secretary of the Navy. I realize that you might be puzzled as to what Federal agency should make such a survey, but it does fall within the province of the Women's Bureau to deal with problems related to the employment of women.

I hope that it will be possible for the Women's Bureau to be of service to you, and we will let you know as soon as there are further developments.

Sincerely yours,

MKA:
MEG:

(Miss) Margaret K. Anderson.

Defense
Office

Miss Nienburg has
the original.

July 16, 1941

Commander F. D. Manock
United States Navy
District Civilian Personnel Officer
Seattle, Washington

My dear Commander Manock:

In reply to your letter of July 10th, the Women's Bureau has completed the following studies of the practical use of women in defense industries: (1) Their employment in aircraft assembly, (2) in the manufacture of small arms ammunition, (3) in the manufacture of artillery ammunition. We are now studying instrument manufacture. I am sending you a copy of the first two reports and will send the third as soon as it is released.

Should you feel the need of similar studies in shipbuilding, or in other industries, in the Northwest, will you let us know? Our expert occupational analysis staff is small. We are trying to direct its efforts along the line in which there is immediate need.

We are also sending out experts, on request, to confer with manufacturers concerning the introduction of women employees so that they may put in the required facilities and make the adjustments with the least possible dislocation.

Sincerely,

Bertha M. Nienburg,
Acting Director

BMN:ml

July 16, 1941

Commander F. D. Manock
United States Navy
District Civilian Personnel Officer
Seattle, Washington

My dear Commander Manock:

In reply to your letter of July 10th, the Women's Bureau has completed the following studies of the practical use of women in defense industries: (1) Their employment in aircraft assembly, (2) in the manufacture of small arms ammunition, (3) in the manufacture of artillery ammunition. We are now studying instrument manufacture. I am sending you a copy of the first two reports and will send the third as soon as it is released.

Sent 8/8/41

Should you feel the need of similar studies in shipbuilding, or in other industries, in the Northwest, will you let us know? Our expert occupational analysis staff is small. We are trying to direct its efforts along the line in which there is immediate need.

We are also sending out experts, on request, to confer with manufacturers concerning the introduction of women employees so that they may put in the required facilities and make the adjustments with the least possible dislocation.

Sincerely,

Bertha M. Nienburg,
Acting Director

BMN:ml

STAFF HEADQUARTERS
THIRTEENTH NAVAL DISTRICT
SEATTLE, WASHINGTON

10 July 1941

WOMEN'S BUREAU
JUL [illegible] 1941
DEPARTMENT OF LABOR

The Director,
Women's Bureau,
U. S. Dept. of Labor,
Washington, D. C.

Dear Madam:

A communication from you to the undersigned, dated 20 December 1940, indicated that your Bureau was exploring the question of related skills and past experience of women workers in industry as adapted to the present new defense-production occupations.

Indications evident in the Pacific Northwest point to the necessity of more and more use of women in the defense industry and the Navy, due to its interests in the metal and shipbuilding trades, is anxious to assist in the promotion of same.

If you have developed more information on the vocational needs of women and on the matter of paragraph one of this letter, it would be very much appreciated if the undersigned could receive copies of recent developments.

Sincerely yours,

FDManock
F. D. MANOCK
Commander, U. S. Navy
District Civilian Personnel
Officer
Thirteenth Naval District

(U-ch)

Navy

In reply address not the signer of
this letter but Bureau of Aeronautics,
Navy Department, Washington, D.C.

NAVY DEPARTMENT
BUREAU OF AERONAUTICS
WASHINGTON

Refer to No. Aer-3-KHM
A2-14(3)
FL
OM(1127)

008432

Enclosures: (Herewith)
(A) Copies of letters from Buaer. dated Feb. 14, 1941 to INA's at: Curtiss-Wright Corp., United Airc. Corp., Vought-Sikorsky Airc. Div., Glenn L. Martin Co., Douglas Airc. Co., Inc., United Airc. Corp., Pratt & Whitney Airc. Div., Grumman Airc. Engineering Corp., Consolidated Airc. Corp. and Brewster Aeronautical Corp.

My dear Miss Anderson:

Originals of the enclosures have been forwarded to the Inspectors of Naval Aircraft, who will be pleased to arrange visits of Miss Manning and Miss porter, subject to approval by the manufacturers. The following plants are included:

Curtiss-Wright Corporation,
Bell Aircraft Corporation,
United Aircraft Corporation, Vought-Sikorsky Aircraft Division,
Glenn L. Martin Company,
Bellanca Aircraft Corporation,
Douglas Aircraft Company, Inc.,
Kinner Airplane & Motor Corporation,
Menasco Manufacturing Company,
Lockheed Aircraft Corporation,
United Aircraft Corporation, Pratt & Whitney Aircraft Division,
Hamilton Standard Propeller Division,
Grumman Aircraft Engineering Corporation,
Ranger Engineering Corporation,
Republic Aviation Corporation,
Consolidated Aircraft Corporation,
Solar Aircraft Company, Limited,
Brewster Aeronautical Corporation,
Edo Aircraft Corporation.

It will be noted the Lockheed Aircraft Corporation, as well as other major contractors, are included in the above list. However, there are other contractors engaged, primarily, on Army, rather than on Navy contracts, and it is suggested that visits to their plants may be facilitated by communicating with the Chief of the Air Corps.

Very truly yours,

A. M. Pride

A. M. PRIDE
Comdr., U.S.N.,
By direction Chief of Bureau

Miss Mary Anderson, Director,
U.S. Department of Labor,
Women's Bureau, Washington, D. C.

Refer to Initials
and No.

Aer-3-KEM
A2-14(3)
EL
QM(1127)

NAVY DEPARTMENT
BUREAU OF AERONAUTICS
WASHINGTON

From: The Chief of the Bureau of Aeronautics.
To: The Inspector of Naval Aircraft, U.S.N.,
United Aircraft Corporation,
Pratt & Whitney Aircraft Division,
East Hartford, Connecticut.

SUBJECT: Women's Bureau, Department of Labor, visits by representatives of.

Reference: (a) Letter of Director, Women's Bureau, dated February 7, 1941, to Bureau of Aeronautics.

Enclosure: (Herewith)
(A) Copy of Reference (a).

1. It is requested that the visits of Miss Caroline Manning and Miss Martha M. Porter to plants under your jurisdiction be conducted, as requested in the enclosure, subject to usual restrictions and approval of the contractor concerned.

A. M. PRIDE
Comdr., U.S.N.,
By direction Chief of Bureau

February 7, 1941

Rear Admiral J. H. Towers
Chief, Navy Bureau of Aeronautics
Navy Building
18th and Constitution Avenue, N. W.
Washington, District of Columbia

My dear Rear Admiral Towers:

Some years ago the members of the staff of the planning divisions of the War Department conferred with us at length concerning the part women could play in defense services in case of another emergency. Since those conferences new methods of manufacture have been developed, especially in the airplane field.

A cursory study of modern airplane manufacture convinces us that there are many processes on which women can work effectively. To be able to advise manufacturers concerning such processes and vocational schools as to the type of training women require, it becomes necessary for two of our experienced occupational analysts to study such operations in the plants themselves. Therefore, we would like to have letters of admission to airplane factories for the following members of our staff:

Miss Caroline Manning, Chief Field Investigator,
Miss Martha M. Porter, Assistant Economic Analyst.

Our first visit will be to the Lockheed Aircraft Corporation at Burbank, California, as this corporation has indicated interest in the employment of women.

Sincerely yours,

Mary Anderson, Director

Miss Manning's copy ✓

Files

January 28, 1941

Memorandum to Miss Anderson

From Rachel F. Nyswander

Re New York Times newspaper clipping about jobs for women in the Washington Navy Yard

The Washington Navy Yard greatly regrets the untimely release of any information about jobs in the Navy Yard for women; this was due to a mistake in routing the Commander's requisition for anticipated personnel, the report getting by chance to the press relations bureau in the Navy Department instead to Naval Ordnance civilian supply.

In the first place, it is the Washington Navy Yard only, not the other Navy Yards, where jobs were open. Only 20 to 30 people were required. The Commander likes to get as intelligent people as he can, and in his requisition made the comment that perhaps there were some women in the Washington vicinity with engineering training who would be interested. The Civil Service liasion man at the Navy Yard said to fill the jobs with highly educated people would be an unnecessary waste of one's education - the jobs were for junior inspectors paying $1640 (without a degree but having two years of college in mathematics, physics, or metallurgy) and $2000 (with a degree). The rating is CAF-5 for the latter (not a Professional rating). These jobs in the past have been filled with promotions of men long in the Yard - experienced skilled workers. It is true a person of engineering education could fill the jobs, but it was unnecessary to draw on this group.

There is to be announced on Jan. 29th, a Female Trainee examination for Manual Occupations, limited to ages 18-25, for minor under-inspectors. There has already been announced by Naval Ordnance a similar-titled examination for the Alexandria Navy Yard, for junior-inspector of engineering materials, requiring one year of college or else experience along certain lines, limited again to ages 18-25; duties here include checking specifications, some reading of blueprints, checking gages, dial indicators, measuring instruments, and visual inspection as well as counting and packing.

The Navy Department is doing its best to cover up this unfortunate public announcement about Washington Navy Yard personnel needs. The same clipping mentioned minor machine work in the shop, and the recruitment had already been completed when the story appeared.

NAVY DEPARTMENT - 1942

1.

Miss Turner

IN REPLY REFER TO NM29-4/A10/P14
Address:
Commanding Officer
Naval Air Station

UNITED STATES NAVAL AIR STATION
FORT LAUDERDALE, FLORIDA

00173

December 30, 1942

WOMEN'S BUREAU
-2-
DEPARTMENT OF LABOR

The Women's Bureau
Department of Labor
Washington, D.C.

Gentlemen:

It is requested that three copies of the bulletin "Women Employment in Aircraft Assembly Plants in 1942" be forwarded to this station.

John I. Pearce
JOHN I. PEARCE
By direction
D. E. WILCOX
Commander, USN

192-
B

1/14

Refer to

RESIDENT INSPECTOR OF NAVAL AIRCRAFT, U.S.N.
EASTERN AIRCRAFT TRENTON DIVISION
GENERAL MOTORS CORPORATION
TRENTON, NEW JERSEY

P14-1
T1975-43 (asb)

28 December 1942

From: Resident Inspector of Naval Aircraft, U.S.N.
Trenton, New Jersey

To: The Women's Bureau
Department of Labor
Washington, D.C.

SUBJECT: Employment of Women-Aircraft Assembly Plants (IMS-I-4a)

[illegible] 12/30/42

Reference:
(a) Navy Department ltr. SOSED-7C-DJT:aa/SO 12181025 of 16 December 1942

1. It is requested that a copy of enclosure (A) of Reference (a) be forwarded to the Resident Inspector, Trenton, at once.

James A Irvin
James A. Irvin
Lieut. A-V(S) U.S.N.R. (Ret.)

asb

Comment
Mary

~~In reply address not the signer of this letter, but Commandant, Seventh Naval District, 1117 duPont Building, Miami, Fla.~~

Refer to No.

~~HEADQUARTERS~~
SEVENTH NAVAL DISTRICT
74 ~~1117~~ duPONT BUILDING
MIAMI, FLORIDA

ND7(28)
HY(SSS)
LL/P14(WM)
P15/A10
(FXM/hvh)

WOMEN'S BUREAU
DEC 24 1942
DEPARTMENT OF LABOR

December 19, 1942

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

We wish to acknowledge receipt of your letter of December 8 addressed to the Commandant in answer to our letter of December 2.

The material enclosed dealing with the employment of women in industry, together with the various reports forwarded from the Government Printing Office are of valuable aid to us in our work on the War Manpower program. Thank you for your prompt cooperation in answer to our request.

Very truly yours,

District Civilian Personnel Office

Francis X. McCarthy
Ensign Francis X. McCarthy, USNR
by direction.

December 8, 1942

Commandant
Seventh Naval District
1117 duPont Building
Miami, Florida.

Reference No. ND7 (28)
P16-1 A7-1
FXM/hvh

Dear Sir:

We have the request of the District Civilian Personnel Office of December 2d, signed by Ensign F. X. McCarthy, asking for Women's Bureau bulletins and other material on women's employment.

The Women's Bureau has made surveys of certain war industries to determine in what occupations women can be satisfactorily employed. To date, the reports on aircraft assembly, ammunition (both small arms and artillery), and instrument making, are available. These will be sent you direct from the Government Printing Office. The reports on the machine tool industry and on manufacture of fire-arms and cannon will be ready shortly, and copies will be sent you.

The Women's Bureau has also issued pamphlets dealing with standards for women's working conditions. A set of this series will be included in the packet from the GPO.

The enclosed material represents what is available for distribution here, and gives additional or special information along same line.

Sincerely yours,

rfn
ec

Mary Anderson, Director

In reply address not the signer
of this letter, but Commandant,
Seventh Naval District, 1117
duPont Building, Miami, Fla.

Refer to No.

HEADQUARTERS
SEVENTH NAVAL DISTRICT
1117 duPONT BUILDING
MIAMI, FLORIDA

December 2, 1942

ND7(28)
P16-1
A7-1
(FXM/hvh)

Labor Department
Women's Division
Washington, D. C.

Dear Sir:

This office has recently started work on the War Manpower Commission program for the Seventh Naval District and would appreciate having a general list of bulletins issued by your office and some of the more important ones of your department.

Can you send us a booklet on women's employment in Industry (in the United States; in England); their working hours per week; what particular types of jobs women can fill best, such as Sheet Metal helpers, Welder's helper, Machinist's (inside) work, Lathe work, Electrician's helper, etc.? We are interested in learning what types of work women are qualified for as based on your experience and study.

Any information concerning your experience on this matter will be appreciated.

Yours truly,

District Civilian Personnel Office

F.X. McCarthy (a)

Ensign F.X. McCarthy, USNR
By direction.

20 [illegible]
2, 4
177
193
176
Spec 167

[illegible]
T.P. [illegible]
S.F. [illegible]
[illegible]

Navy Dept

Attached letter returned for enclosure mentioned herein.

WOMEN'S BUREAU
DEPARTMENT OF LABOR

N T

SOS&D-7C-DJ T:aa
SO 12181025

INA, Bethpage, N. Y.

To: Commandants, All Continental Naval Districts and River Commands
(District Civilian Personnel Officers)
Commandants and Commanding Officers, All
Continental Naval Air Stations.
All General Inspectors of Naval Aircraft
All Inspectors of Naval Aircraft
All Resident Inspectors of Naval Aircraft

Subject: Employment of Women-Aircraft Assembly Plants (IMS-I-4a)

Enclosure: (A) Bulletin of the Women's Bureau No.192-1:
"Women Employment in Aircraft Assembly Plants in 1942"

1. Enclosure (A) is forwarded herewith as containing pertinent information relating to the employment of women.

2. Additional copies of enclosure (A) for distribution may be obtained from The Women's Bureau, Department of Labor, Washington, D.C.

Dist

/S/ Paul H. Rice
by direction.

Distribution: (Continental only)
List 6: 7d, w: 10b, c, d :

Navy Dept

WOMEN'S BUREAU
DEPARTMENT OF LABOR

NAVY DEPARTMENT

SOSED-7C-DJT:aa
SO 12181025

WASHINGTON

16 December 1942

From: SOSED (Industrial Manpower Section)

To: Commandants, All Continental Naval Districts and River Commands
(District Civilian Personnel Officers)
Commandants and Commanding Officers, All
Continental Naval Air Stations.
All General Inspectors of Naval Aircraft
All Inspectors of Naval Aircraft
All Resident Inspectors of Naval Aircraft

Subject: Employment of Women-Aircraft Assembly Plants (IMS-I-4a)

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Dist

/S/ Paul H. Rice
by direction.

Distribution: (Continental only)
List 6: 7d, w: 10b, c, d :

Files
Navy Reg

November 16, 1942

Lt. Com. Harold F. Linder
In Charge of Labor Relations Section
Bureau of Ordnance
Navy Department
Washington, D. C.

My dear Commander Linder:

I am referring to you the enclosed anonymous complaint in regard to excessive overtime worked by women clerical workers at the McAlester Naval Ammunition Depot, which I understand is Government-owned and Government-operated.

I hope that you will look into this matter and do what you can to see that this situation is remedied.

Sincerely yours,

Mary Anderson, Director

MA:IS

Air Mail

RECEIVED
OFFICE OF SECRETARY OF LABOR
OCT 31 1942
AM PM
9|10|11|12|1|2|3|4|5|6

Miss Perkins,
Secretary of Labor,
Washington, D. C.

Dear Miss Perkins:-

A large number of clerical workers at the McAlester Naval Amunition Depot, especially women, are forced to work many hours overtime--that is over the 48 hour week--without pay. These workers are loyal, and should not be compelled to work long hours without pay when there are still plenty of competent workers, both women and draft exempt men, available.

Am not using my name for the reason that if it accidently became known that I made this report. I would lose my job, and would be blacklisted

ht not be well for you to mention
the information. Some innocent
lose his or her job on the suspicion
s letter.
ctors on other defense jobsmay be
s as the ones on the McAlester

would be no reason to freeze the
workers if the above situation

Mr. [illegible]

If the Depot is operated by government, neither the FLSA nor the State law applies.

Do you know whether naval ammunition depots are operated by the Govt or a [illegible] of course

If not [illegible] to [illegible] Okla. [illegible] who would [illegible] about management of this depot

McAlester Okla
post stamp

Air Mail

RECEIVED
OFFICE OF SECRETARY OF LABOR
OCT 31 1942
AM PM
9|10|11|12|1|2|3|4|5|6

Miss Perkins,
Secretary of Labor,
Washington, D. C.

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Am not using my name for the reason that if it accidently became known that I made this report, I would lose my job, and would be blacklisted at all defense jobs.

It might not be well for you to mention just how you received the information. Some innocent defense worker might lose his or her job on the suspicion of having written this letter.

Contractors on other defense jobsmay be using the same tactics as the ones on the McAlester project.

There would be no reason to freeze the McAlester white collar workers if the above situation is corrected.

[illegible]

ceMl

McAlester Okla
post stamp

Air Mail

RECEIVED
OFFICE OF SECRETARY OF LABOR
OCT 31 1942
AM PM
9 10 11 12 1 2 3 4 5 6

Miss Angus

Is there many cases to send for further action

FP

rge number of clerical workers
al Amunition Depot, especially
work many hours overtime--that is
k--without pay. These workers
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McAlester Okla
post stamp

COPY

(Rec'd,Office of Sec'y, 10/31/42)

Miss Perkins
Secretary of Labor
Washington, D. C.

Dear Miss Perkins:

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(McAlester, Oklahoma, post stamp)

November 4, 1942

Miss Faith Binkley
Asso. Inspector of Safety
Room 117, Building 45
U. S. Naval Air Station
Pensacola, Florida

My dear Miss Binkley:

I am very glad to send you material such as you outline relating to the safety and health of women in industry. The bulletins enclosed are:

Spec. Bul. No. 1 - Effective Industrial Use of Women in the Defense Program (See pages 5 to 7)
2 - Lifting Heavy Weights in Defense Industries
3.- Safety Clothing for Women in Industry
4 - Washing and Toilet Facilities for Women in Industry
5 - Women's Effective War Work Requires Time for Meals and Rest
6 - Night Work for Women and Shift Rotation in War Plants
7 - Hazards to Women Employed in War Plants on Abrasive-Wheel Jobs

Summaries of the legislation affecting women are also included with a recent mimeographed report showing the relaxation of certain legislation to meet wartime conditions. Florida is included in these summaries.

Sorry I'm not the Miss Mettert you knew several years ago. I was in the Women's Bureau at that time, too, and came from the State of Washington where I attended the State University.

If I can be of any further service, I shall be glad to have you write again.

Sincerely yours,

Margaret T. Mettert,
Associate Industrial Economist

Enclosures
MTM:ml

IN REPLY REFER TO
NO. ....

U. S. NAVAL AIR STATION
PENSACOLA, FLORIDA

October 26, 1942.

Miss Margaret T. Mettert,
Research Associate, Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Mettert:

Have just finished reading your article on Women in Wartime Production, appearing in the August issue of Safety Engineering.

As we now have approximately 500 women working in the shops on this station and on the outlying fields, and are expecting many more, I will be very glad to have whatever information you can send me relative to occupational diseases affecting women, protective devices, etc.

If you have any up-to-date data regarding laws affecting women in industry, especially in the State of Florida, that will also be useful.

Yours very truly,

Faith Binkley

Faith Binkley
Asso. Inspector of Safety
Room 117, Building 45,
U.S.Naval Air Station.

P.S. I wonder if you are the Miss Mettert I often met at the National Womans' Party Headquarters about eight years ago? She was attending Columbia Law School at that time and I have often wondered what became of her. I spent much of my time at headquarters and did what I could to help Doris Stevens, Mabel Vernon, Alice Paul and others. Was also Membership Chairman for the Young Women's Council of the N.W.P.and was often called "Miss Florida."

November 2, 1942

Miss Sarah Rehling
Labor Relations Department
Women's Division
Richmond Shipyard Number One
Richmond, California.

My dear Miss Rehling:

I have your letter of October 24th, and we are sending you, direct from the Government Printing Office, pamphlets the Women's Bureau has issued on recommended standards for women's working conditions. Enclosed is material available for distribution here. I do not know how applicable some of our recommendations will be to shipyard work, but we shall be able to tell you more about this after our survey of shipyards is under way.

We are organizing a file of pictures showing women in various jobs in the different war industries, and if you have an opportunity to send us pictures of women in shipyard work, we shall be very grateful to you.

It is nice to hear from you and I am glad to know of your new work.

Sincerely yours,

Mary V. Robinson, Director
Division of Public Information.

rfn
ec

-34-

RICHMOND SHIPYARD NUMBER ONE
OF
THE PERMANENTE METALS CORPORATION
P. O. BOX 1552
RICHMOND, CALIFORNIA

October 24, 1942

Mail
10/28

Please see me about this

Miss Mary Robinson
Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Robinson:

You may recall that I spent some time with you at the Women's Bureau in Washington last spring.

I am now in the Labor Relations Department at the Richmond Shipyards, coordinating activities concerned with the employment of women in the yards.

We are in the process of organizing our program and should appreciate having any free material regarding the employment of women in industry which you have released or will release in the future.

Very truly yours,

RICHMOND SHIPYARD NUMBER ONE of
The Permanente Metals Corporation

Sarah Rehling

Labor Relations Department
Women's Division

SRehling:rs

11/6/42
GPO to send
Special 1 to ?
190

S F speech
AMA "
Safety & health

release maternity
not no. 1 IB
press releases on
aircraft
[illegible]

Navy Dep

October 21, 1942.

Rear Admiral Randall Jacobs, U. S. N.,
Chief of Naval Personnel,
Navy Department,
Washington, D. C.

Dear Sir;

We have your letter of October seventeenth pertaining to information which you can send later to the Council of Women in War Work in Australia.

If you will send that information when it is available to the Australian women's group I am sure it will be glad to have it.

Sincerely yours,

Mary Anderson, Director.

LL

Files

In reply address not the signer of this letter, but Bureau of Naval Personnel, Navy Department, Washington, D. C.
Refer to No. Pers-171-AZ

QR8(207)

NAVY DEPARTMENT
BUREAU OF NAVAL PERSONNEL
WASHINGTON, D. C.

WOMEN'S BUREAU
OCT 19
DEPARTMENT OF LABOR

October 17, 1942

Dear Miss Anderson:

Receipt is acknowledged of your letter of October 9, 1942, addressed to Lieutenant Commander Mildred H. McAfee.

Inasmuch as the Women's Reserve of the United States Naval Reserve (WAVES) is still in the process of being organized, there is no published material relative to "satisfactory conditions for women in the Service." Every effort is being made to provide such conditions in planning for the assignment of women to the various shore establishments.

However, until the housing and recreation facilities have been provided for the first group of enlisted women who graduate from the training school on December 9th, there will be no definite facts to release.

Would it be possible to give the Council of Women in War Work the material they request at a later date, preferably the end of December?

Australia

Sincerely yours,

RANDALL JACOBS,
Rear Admiral, U. S. N.
The Chief of Naval Personnel.

Jean T. Palmer

Jean T. Palmer,
Lieutenant, U. S. N. R.,
By direction.

Miss Mary Anderson, Director,
U. S. Department of Labor,
Women's Bureau,
Washington, D. C.

Navy Dept

October 15, 1942.

Mr. Ernest Cook,
Office of Judge Advocate General,
U. S. Department of Navy, Room 2308,
Washington, D. C.

My dear Mr. Cook:

In compliance with your telephone request I am sending you a copy of our compilation of State minimum wage budgets for women workers living alone. This compilation is as of October 1939. I am enclosing also a statement that has been prepared as the introduction to the revision of the enclosed bulletin. Of course, all workers are expected at this time to invest part of their earnings in war bonds. We have not referred to this fact in our introduction because the minimum wage budget provides for some savings which could be diverted to the purchase of war bonds. However, in considering the cost of living of a self-supporting woman worker investment in war bonds should be taken into account.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

LS/nb

Navy
8/

U. S. NAVAL AMMUNITION DEPOT
BURNS CITY, INDIANA

FILE NO. A10
SERIAL NO.
ENCLOSE CARBON OF YOUR REPLY

October 13, 1942

WOMEN'S BUREAU
OCT 15 1942
DEPARTMENT OF LABOR

Women's Bureau
Department of Labor
Washington, D. C.

Gentlemen:

1. Kindly furnish this Depot with eight copies of "Women's Employment in Artillery Ammunition Plants, 1942."

Yours very truly,

M. B. Whitmore, Jr.
M. B. Whitmore, Jr.
Chief Clerk

MBW:ls

A10

October 13, 1942

Women's Bureau
Department of Labor
Washington, D. C.

Gentlemen:

1. Kindly furnish this Depot with eight copies of "Women's Employment in Artillery Ammunition Plants, 1942."

Yours very truly,

M. B. Whitmore, Jr.
Chief Clerk

MBW:ls

September 25, 1942

Lieut. Comdr. E. F. McKellar
Safety Officer
U. S. Naval Air Station
San Diego, California.

ATTENTION: JWG

Dear Commander McKellar:

The bulletin you request does not represent our latest pamphlet on standards for women's working conditions. We are sending you more recent publications, as well as the one you ask for.

If, at any time, we can be of service let us hear from you again.

Sincerely yours,

Mary Anderson, Director

rfn
so
enc. Sp. bul. 1 to 7, 173

IN REPLY REFER TO No.
JWG

U. S. NAVAL AIR STATION
SAN DIEGO, CALIFORNIA

WOMEN'S BUREAU
SEP 21 1942
DEPARTMENT OF LABOR

September 16, 1942

U.S. Department of Labor
Women's Bureau
Washington, D. C.

Gentlemen:

Please furnish this Station with two (2) copies Bulletin #73 - Standards for the Employing of Women in Industry.

Very truly yours,

E P McKellar
E. P. McKELLAR,
Lieut. Comdr. U.S.N.(Ret.)
Safety Officer.

copies
Bul
173

September 19, 1942

U. S. Navy Department
Washington, D. C.

Letter from: Miss Joy Winters
P. O. Box 1061
Norfolk, Virginia

Enclosed letter requests information as to validity of marriage by proxy to member of U. S. N.

Mary Anderson

LD

Hold for
district list from
N. Y. Dept.
M. L.

Navy
Defense

IN REPLY KINDLY ADDRESS
"COMMANDANT"
NOT THE SIGNER BY NAME

ND11/LL/A16-1(38)
CGO:Tr
Serial V-864

COMMANDANT'S OFFICE
ELEVENTH NAVAL DISTRICT
SAN DIEGO, CALIFORNIA

WOMEN'S BUREAU
SEP 14 1942
DEPARTMENT OF LABOR

September 9, 1942

MEMORANDUM

To: U. S. Department of Labor, Women's Bureau, Washington, D. C.

Subject: Women in Industry.

1. It will be appreciated if in the future all material on Women in Industry be mailed directly to the writer instead of to Lieutenant Clifford E. Smith, USNR, who is no longer attached to the District Civilian Personnel Office.

2. Thank you.

Clarence G. Osborn

CLARENCE G. OSBORN
Lieutenant, USNR
District Civilian Personnel Office

Mrs. Harwell

Will you please
check + let me know
what list ?

WB.

Cannot find
anything in files on this
Mrs Harwell

Form 8925 A
FEDERAL SECURITY AGENCY
PUBLIC HEALTH SERVICE
August [illegible]0

ROUTE SLIP

(Fold here)

Date 9/14/42

To Women's Bureau
U. S. Department of Labor

...... Approval
X... Necessary action
...... Prepare reply
...... Comment
...... Note and return
...... Note and file
...... Investigate
...... Signature
...... Confer
...... As requested
...... For information
...... Per telephone conversation

REMARKS

From:

Division of Industrial Hygiene
National Institute of Health
Bethesda, Md.

(Fold here for return)

From
To

GPO 16—18096

Misc Dem
Navy

IN REPLY REFER TO No.

U. S. NAVAL AIR STATION
SAN DIEGO, CALIFORNIA

September 7, 1942

WPBC
SR6680

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Division of Industrial Hygiene
National Institute of Health
U.S. Public Health Service
Bethesda, Maryland

Re: "Outline of an Industrial Hygiene Program."

9/17/42

Gentlemen:

Sent SO # 1-7,
MTM

In your "Outline of an Industrial Hygiene Program" paragraph on Safety Program, item 4, you make reference to the U.S. Women's Bureau. As this Station is interested in approved work clothes for women, we would appreciate you advising us of the address of the above mentioned bureau.

Very truly yours,

CAHuber

C. A. HUBER,
Ass't Safety Engineer.

CAH:JG

JJB:

Genl
Files

August 28, 1942

Lt. Commander O. D. Adams
U. S. N. R. Training Officer
Puget Sound Navy Yard
Bremerton, Washington

My dear Commander Adams:

I am answering your letter to Margaret Kay Anderson in her absence. Miss Anderson is in Cincinnati analyzing jobs for women in machine tool plants. She will complete a report on occupations in gun manufacturing in September and then begin work in the shipbuilding industry.

Under separate cover I am sending you copies of our reports of the work which women are actually doing in aircraft, artillery and in Canadian gun factories. The job analyses of individual firms which we have made for other industries and which are in our files, unfortunately, are considered confidential material by the War and Navy Departments.

In the aircraft report you will see that women are being employed extensively in welding. There are a number of instances of satisfactory employment available such as welding of manifolds. In the gun report you will see that women are operating many of the metal working machines and are setting up their own work where production is not on a quantitative basis. High school graduates given good background training seem to be able to become machine experts without any difficulty. Girls who read their own blue prints and set up the machines accordingly are far more interested than are those who merely operate automatic machines.

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

Women's Bureau
U. S. Department of Labor
Washington

August 27, 1942

Job Analysis - Women's Employment

1. Brief description of job

2. Physical requirements

    Hand strength

    Lifting

        Weight of units

        Levels of lifting

        Quantity lifted per hour

    Standing

    Other unusual physical exertion required

    Dermatitis or other health hazards

    Accident hazards

    Disagreeable conditions

    Can physical requirements be lessened by mechanical means?
    by use of setup men?

    Can health or disagreeable conditions be controlled to a greater extent than is done at present?

3. Ability requirements

    Special technical, mechanical ability

    Special skill acquired on job

        Simple repetitive

IN REPLY REFER
TO NO. (M-51)

Gw

Airmail

PUGET SOUND NAVY YARD
BREMERTON, WASHINGTON

22 August 1942

Woman's Division
U. S. Department of Labor
Washington, D. C.

Attention: Miss Margaret Anderson

My dear Miss Anderson:

Would you please forward any material you may have available on techniques for conducting surveys to determine jobs that can be accomplished by women in an industrial plant, or such copies of surveys that have been conducted that will be available to us.

Very truly yours,

O D Adams
O. D. ADAMS
Lt. Comdr.,U.S.N.R.
Training Officer

Navy

NAVY DEPARTMENT PS&M-2-JP

WASHINGTON

August 28, 1942.

CIRCULAR LETTER

From: The Assistant Secretary of the Navy
To: All Naval, Marine Corps and Coast Guard Activities concerned within the limits of the Continental United States and in Hawaii.

Subject: Equal Compensation for Equal Work, Irrespective of Sex.

Reference: (a) Schedule of Wages for Civil Employees in the Field Service of the Navy Department and the Marine Corps, effective November 18, 1940, as amended.

1. Due to the war emergency, there is a large number of female employees in Navy Yards and Naval Stations engaged upon work which under normal conditions would be performed by male employees, and because of the rapid rate of their employment and assimilation the established principle of equal compensation for equal work, irrespective of sex, has not been followed in some cases.

2. Therefore, Commandants and other Commanding Officers are requested to give consideration to this matter and in every case where it is found that this principle has not been followed, action should be taken promptly to rerate the employee to the occupational designation and rate of pay in the current Schedule of Wages, reference (a), appropriate to the duties being performed.

/S/ RALPH A. BARD

Department Distribution:
6, 7, 8, 9, 10, 11 and 12a.

NAVY DEPARTMENT

IMMEDIATE RELEASE
PRESS AND RADIO

AUGUST 19, 1942

1,868 IN WASHINGTON AREA APPLY FOR WOMEN'S RESERVE

The Office of Naval Officer Procurement for the Washington area has received and answered 1, 868 requests for preliminary application blanks to join the Women's Reserve.

Of the total number of women who wrote asking for officer candidate application blanks, 1,151 appeared to be qualified to receive them. A total of 290 failed to give sufficient information to determine whether they were fitted to become officer candidates. There were 296 who would appear to qualify for enlistment, 62 who asked for enlistment blanks and 69 who were ineligible for either officer candidate or enlisted training.

Women who live in and about Washington and who wish to volunteer for the Women's Reserve as officer candidates or for enlisted ratings should write to the Office of Naval Officer Procurement, 1320 G Street, N.W., Washington, D. C. They should state their age, education, marital status, age of children and occupation of husband.

** ** **

Copy for Miss [illegible]

War-Navy

COPY (Original sent to Miss Manning in Newark, N.J., 7/23/42)

NAVY DEPARTMENT
Office of Inspector of Naval Material
30 Church Street, New York, N.Y.

(N2) mls

July 21, 1942

Dear Sir:

Miss Suzanne Wonder of the Department of Labor desires to visit your plant in connection with labor conditions concerning female employees.

The study to be made by Miss Wonder is approved by the Inspector of Naval Material and it is requested that Miss Wonder be assisted in so far as it is practicable.

Very truly yours,

J.B. Goode
Commander, U.S.N.
For I.N.M., N. Y.

Mr. E. A. Linhart
Personnel Manager
Aluminum Company of America
Edgewater, New Jersey

CC: Miss Caroline Manning, Dept. of Labor
Mr. P. Benson, RINM, Edgewater.

Navy

July 7, 1942.

Mr. V. G. Backman,
Labor Board,
Puget Sound Navy Yard,
Bremerton, Washington.

Dear Mr. Backman,

In response to your communication of June twenty-seventh, we are sending information the Women's Bureau has published on women in war industries. This comprises our bulletins on recommended standards for the employment of women, as well as our bulletins showing kinds of jobs women are doing and can do in war industries such as aircraft, ammunition, and instrument-making.

If additional copies of any of these are wanted, we shall be glad to supply them. We are listing the Labor Board to receive all we issue in the future along this line.

Very truly yours,

Mary Anderson, Director.

RN
11
Encl.

NO.

VGB-Sz

LABOR BOARD
PUGET SOUND NAVY YARD
BREMERTON, WASHINGTON

WOMEN'S BUREAU

27 June 1942

From: Medical Member of the Labor Board
Puget Sound Navy Yard
Bremerton, Washington

To : Superintendent of Documents
Washington, D. C.

Via : Women's Bureau
U. S. Department of Labor
Washington, D. C.

Subject: Request for literature on woman labor

This activity is badly in need of information and literature on the use of women in industry.

We have before us Folder No. 14 as revised August 1941, setting forth a list of publications and bulletins, and if possible, we should like to have a portfolio made of any of this literature available.

V G Backman
V. G. Backman

Approved:
H S Harding
H. S. Harding
Capt. (MC) USN

✓ card for 350 R

[illegible]

DEPARTMENT OF LABOR

6/29/42

Dear Miss Turner:-

To-day I was in a plant that has recently put in women, and they plan to put in more later.

While there a nurse, who is in charge of all medical care & Women's employment, was very kind & most helpful. She has not had much industrial experience, but seems interested etc. I offered to send some of our bulletins & she would like to have them. So will you please get up

No. 204

GPO

a nice bunch that she will like and get them off to her.

Also I told her that we would put her name on the mailing list for anything that might come out in the future.

Her name & address is –

Miss F. L. Malhame, R.N.
(please use the R.N.)

Elco Naval Works of
The Electric Boat Co.
Bayonne N. J.

Sent. Sp. Bulls.
#41, 53, 190 Typ. op. VMA & M & M.S. leaflets
May W. W., Folder 14
Pd on 350-K.

DEPARTMENT OF LABOR

Things are going very nicely up here, We seem to have a nice congenial group - and believe it or not employers are coming across with the information -

I've been thinking I'd get a letter off to you, and may yet - but now I want to mail this so that Miss Malhame may receive the bulletins while she still recalls my promise.

Best wishes to you & Miss Dern.

Hastily
Carrie Hager -

No. 204

GPO

N. J.
[illegible]
7/1/42

DEPARTMENT OF LABOR

Dear Miss Turner -

Another request for your help - Will you please send Mrs. Marie Ryan - Supervisor of Female Help
Electro Dynamic Works -
of the
Electric Boat co. Bayonne, N. J.

Mgt. Sp. Bulls. 189 [illegible] 190, Tips Sp., MA + MHM
[illegible] 35 DR., May W.W. [illegible] Sp. copies.

the exact same bulletins that you send to Miss Malhame - These are almost joint cos - and ~~Miss~~ Mrs. Ryan is just getting started with female help and would like the Bureau Bulletins -

Please don't play favorites as I judge there is + will be

No. 204
GPO

(over)

more jealousy between these two ladies!
Please Put Mrs Ryans name on the
list for any thing that would help her.

Thanks a lot_

Hastily

Carrie Hagen_

COPY

War Dept

NAVY DEPARTMENT

OFFICE OF RESIDENT INSPECTOR OF NAVAL MATERIAL

K (G1) erh

1020 Broad Street, Newark, N.J.

June 27, 1942

Miss Caroline Manning of the Department of Labor, Washington, D. C., the bearer of this note, is to be assisted in any way possible and is authorized to visit plants holding Navy contracts for the purpose of conducting a labor survey in connection with female labor.

The purpose of this visit is to inspect the working conditions of the women employed in your plant. No information pertaining to the work being performed in the plant is to be discussed.

(Signed) L. WAINWRIGHT

Commander, USN (Retired)
Resident Inspector of Naval Material, Newark

JEROME C. HUNSAKER, SC. D., CHAIRMAN
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REAR ADMIRAL JOHN H. TOWERS, U. S. N.
EDWARD WARNER, SC. D.
ORVILLE WRIGHT, SC. D.

COMMITTEE HEADQUARTERS
1500 NEW HAMPSHIRE AVE., DUPONT CIRCLE
WASHINGTON, D. C.

AMES AERONAUTICAL LABORATORY
MOFFETT FIELD, CALIF.

AIRCRAFT ENGINE RESEARCH LABORATORY
GRAYTON AND BROOKPARK ROADS
CLEVELAND, OHIO

NATIONAL ADVISORY COMMITTEE
FOR AERONAUTICS
LANGLEY MEMORIAL AERONAUTICAL LABORATORY
LANGLEY FIELD, HAMPTON, VA.

TELEPHONE: HAMPTON 6341

April 24, 1942.

Women's Bureau,
U. S. Dept. of Labor,
Washington, D. C.

Gentlemen:

Will you please furnish this office with one dozen copies each of the following listed bulletins:

Special Bulletin No. 2 - "Lifting Heavy Weights in Defense Industries" - Methods for Conserving Health of Women Workers.

Special Bulletin No. 3 - "Safety Clothing for Women in Industry."

Very truly yours,

W. Kemble Johnson
W. Kemble Johnson,
Acting Administrative Officer.

FOR VICTORY
BUY
UNITED
STATES
SAVINGS
BONDS
AND
STAMPS

N. Ord. 6

File

IN REPLY ADDRESS
BUREAU OF ORDNANCE, NAVY DEPARTMENT
AND REFER TO No.

NAVY DEPARTMENT
BUREAU OF ORDNANCE
WASHINGTON, D. C.

A2-14(5586)(Pr4)

APR - 1 1942
WOMEN'S BUREAU

Subject: Visit of field agents, Miss Martha Ziegler and Miss Sara Thurman to U. S. Naval Ordnance Plant, Macon, Georgia.

Madam:

Acknowledgement is made of your letter of 20 March 1942, requesting that the Bureau communicate with the Inspector of Ordnance in Charge of the Naval Ordnance Plant at Macon, Georgia, so that your field agents will be permitted to visit the plant in connection with a survey being conducted by the U. S. Department of Labor. A letter has this day been addressed to the Inspector which it is believed will meet the requirements of the situation.

Very truly yours,

W. H. P. Blandy
W. H. P. BLANDY
Rear Admiral, U. S. N.
Chief of the Bureau of Ordnance

Secretary of Labor
Att. Women's Bureau
U. S. Dept. of Labor
Washington, D. C.

Miss N.
War –
War Navy

C
o
p
y

March 20, 1942

Rear Admiral W. H. P. Blandy
Bureau of Ordnance
Navy Department
Washington, District of Columbia

Dear Sir:

As you probably know, the Women's Bureau is working with your office, as well as with that of the Under Secretary of War, to bring about the most effective use of women in war production plants. To this end we are not only determining the work that women can do effectively but are also concerned with the living needs of women workers who are or will be employed in large numbers in war plants.

Experience has shown that reasonable living comfort is necessary to maintain a stable production staff. In this connection we have asked our field agents, Martha Ziegler and Sarah Thurman, to call at the Naval Fuze Loading Plant while in Georgia. This call will be to determine the basic facts essential for interpretation of women workers living needs. Will you notify the Commander of the Office of Inspector in Charge at the Macon plant of our visit.

We have appreciated the courtesies extended to us by plants on the Pacific Coast that are now starting to take on women in large numbers.

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

March 19, 1942

Telephone call
no incoming [illegible]

Mr. H. G. Desjardines
Navy Department
Temporary Building No. 2
Nineteenth and D Streets, N. W.
Washington, D. C.

My dear Mr. Desjardines:

I am sending you enclosed a copy of our list of manufacturers of women's work clothing. No doubt there are others that should be added.

Miss Greta Franke, Technical Adviser, Arts and Crafts Division, National Youth Administration, tells me that Montgomery Ward plans to produce for sale the caps and uniforms designed for use in N.Y.A. training programs. I have asked Miss Franke to send you specifications for these garments.

Private employers in many cases have succeeded in getting a good work garment by fixing specifications and asking manufacturers to submit for approval garments that meet these standards.

Further practical information on materials and attractive styles will be available from the Bureau of Home Economics of the Department of Agriculture. Miss Ruth O'Brien, Chief, Division of Clothing and Textiles, has been working on that phase of work garments for women.

If we can be of further service to you at any time please feel free to call on us.

Sincerely yours,

Mary Anderson, Director

Enclosure
MTM:ld

March 19, 1942

Miss Greta Franke, Technical Adviser
Arts and Crafts Division
National Youth Administration
Washington, D. C.

My dear Miss Franke:

In a request to the Women's Bureau, Mr. H. G. Desjardines, Navy Department, Temporary Building No. 2, 19th and D Streets, N. W., Washington, D. C., has asked for information about practical and attractive uniforms for women. Can you send him specifications for the N. Y. A. garments?

Sincerely yours,

Mary Anderson, Director

MTM:ld

Navy Dept

Sent to Captain T. Moran, U.S. Navy, Mar 13, 1942.

100 copies mimeo statement on "Possible Exemptions Under State Hour Laws for Women."

100 copies of Bulletin on Effective Ind. Use of Women In Defense Program, Spec. # 1

These were received by Capt Moran.

Ensign Thompson from Moran's office came in on Apr 6 and 10 copies of Spec 1 and 15 copies of "Possible Exemptions ***." 30 more copies of the Mimeo were mailed to Capt Moran on the same date, and frank made for 50 more copies of Special # 1., on same date, Apr 6, 1942

300 copies of the Report on Instruments sent to Mr. Considine, in office of Mrs. E.M. Salmaon, Bureau of Ordnance Inspection, Navy Dept, on February 2, 1941.

Apr 6 '42

Ensign Thompson? came in today
and took 9 copies of Spec 1, + 15
copies State Sales Exemptions
issued Apr 6 '42
30 more copies State Specs
+ forms were made special for
50 copies of Spec #1. over

said he requested
500 each
on Mar 17. He
rec'd the 100 copies
of each sent out
by W.B. on 3/13/42

March 12, 1942

Captain T. Moran, USN
Room 2501 Navy Building
Navy Department
Washington, D.C.

Your reference:QM/P14-2(411226)
SOSED-1B-VMF

Dear Captain Moran:

I have your letter of March 10th, and we shall be glad to put you on our mailing list to receive all material we issue in the future concerning women in defense industries. listed 3/13/42

sent 3/13/4

I am glad to send you 100 copies of the mimeographed statement on possible exemptions under State Hour Laws for Women, and the Government Printing Office will send you 100 copies of the bulletin on Effective Industrial Use of Women in the Defense Program. [illegible]

If such a supply of any of our other material would be useful we can send you, I believe, what would be needed.

Sincerely yours,

Mary Anderson, Director

rfn
ec

ADDRESS REPLY TO
THE SECRETARY OF THE NAVY
AND REFER TO INITIALS
AND No.
QM/P14-2(411226)

SOSED-1B-VMF

NAVY DEPARTMENT
WASHINGTON

10 March 1942

Dear Miss Anderson:

Many thanks for the pamphlets and other data concerning the employment of women in Industry which you mailed to this office recently. Please put us on your mailing list for any future releases.

#350 (reports + reprints)

Two of the enclosures were of particular interest and I would like to send them to our larger stations for their information. Can you let us have one hundred (100) copies of each of the following:

(a) State Hour Laws for Women January 1, 1942

(b) Effective Industrial Use of Women in the Defense Program
(Special Bulletin No. 1)

Sincerely yours

T. Moran

T. Moran
Captain USN
(Room 2501 Navy Building)

Miss Mary Anderson
Chief of Women's Bureau
Department of Labor Building
Washington, D. C.

FOR DEFENSE
BUY
UNITED
STATES
SAVINGS
BONDS
AND STAMPS

Defense
Navy

IN REPLY KINDLY ADDRESS
"COMMANDANT"
NOT THE SIGNER BY NAME

ND11/LL (1)
A16:Wn
Serial V-154

COMMANDANT'S OFFICE
ELEVENTH NAVAL DISTRICT
SAN DIEGO, CALIFORNIA

March 3, 1942

U. S. Department of Labor
Washington, D.C.

3/9/42

Gentlemen:

It is requested that several copies of the publication,

"The Employment of and Demand for Women Workers in the Manufacture of Instruments - Aircraft, Optical and Fire-Control, and Surgical and Dental,"

issued by the Women's Bureau of your Department, be forwarded to this office.

Very truly yours,

F. P. Traynor.
F. P. TRAYNOR,
Captain, U.S.N. (Ret.),
District Civilian Personnel Officer,

By Direction of the Commandant.

Miss Bern

Navy

In Reply Refer
To No.
AHG/Be

U. S. NAVAL AIR STATION
ALAMEDA, CALIFORNIA

March 2, 1942

WOMEN'S BUREAU
DEPARTMENT OF LABOR

3/9/42

Gentlemen:

This office would appreciate receiving two copies, if they are available, of the publication issued by your Bureau under the title of "The Employment of and Demand for Women Workers in the Manufacture of Instruments--Aircraft, Optical and Fire-Control, and Surgical and Dental".

Sincerely yours,

A. H. Gunn

A. H. GUNN
Recorder, Labor Board

Women's Bureau
U. S. Department of Labor
Washington, D. C.

N. Ord. 6

IN REPLY ADDRESS
BUREAU OF ORDNANCE, NAVY DEPARTMENT
AND REFER TO No.

(Pr4)

NAVY DEPARTMENT
BUREAU OF ORDNANCE
WASHINGTON, D. C.

January 19, 1942

Dear Madam:

Thank you for so generously complying with our request for the pamphlets on the subject of the possible employment of women in the manufacture of material for fire control, et cetera.

The information contained in your letter of January 16, 1942, has been called to the attention of Mr. H. F. Linder, in charge of the Bureau's Labor Relations Section.

noted [illegible] L.W.

Very truly yours,

John W. Fretz Jr.
John W. Fretz
Lieutenant (j-g), U.S.N.R.

Bertha M. Nienburg
Assistant Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

JWF:lct

Navy

OFFICE OF THE UNDER SECRETARY OF THE NAVY
PROCUREMENT LEGAL DIVISION
WASHINGTON

PLD/HSH:vmc

January 14, 1942.

Dear Miss Nienburg:

I wish to acknowledge receipt and thank you for your letter of January 5, 1942, enclosing a list of the occupations in connection with the manufacture of instruments in which women may be employed.

I have sent a notice of this list to the Bureaus of Ships, Ordnance and Aeronautics which I believe will be most likely to be interested therein.

Very truly yours,

H Struve Hensel

H. Struve Hensel.

Miss Bertha M. Nienburg,
Assistant Director,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Telephoned for 20 copies

N. Ord. 6

[illegible]
[illegible]

IN REPLY ADDRESS
BUREAU OF ORDNANCE, NAVY DEPARTMENT
AND REFER TO No.

NAVY DEPARTMENT
BUREAU OF ORDNANCE
WASHINGTON, D. C.

January 10, 1942

Miss Bertha M. Nienburg
Assistant Director Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Nienburg,

This will acknowledge receipt of your publication on the occupations of women in instrument manufacture. The information has been read with interest and will no doubt prove helpful in furthering the Defense Program.

Very truly yours,

T D Ruddock
T. D. RUDDOCK
Captain, U.S.Navy

KR

IN REPLY
REFER TO NA8/P14-2
(10-Se)
Address
Commanding Officer
Naval Air Station

U. S. NAVAL AIR STATION
Norfolk, Virginia

January 5, 1943.

WOMEN'S BUREAU
DEPARTMENT OF LABOR

The Women's Bureau,
Department of Labor,
Washington, D. C.

Subject: Bulletin of the Women's Bureau No. 192-1:
"Women Employment in Aircraft Assembly
Plants in 1942".

Gentlemen:

It is requested that five (5) copies of subject bulletin be forwarded this station.

Very truly yours,

F. E. FITCH,
Commander, USN, (Ret),
Commanding.

IN REPLY
REFER TO ....
Address
Commanding Officer
Naval Air Station

U. S. NAVAL AIR STATION
Norfolk, Virginia

NA8/P14-2
(10-Se)

January 5, 1943.

The Women's Bureau,
Department of Labor,
Washington, D. C.

Subject: Bulletin of the Women's Bureau No. 192-1: "Women Employment in Aircraft Assembly Plants in 1942".

Gentlemen:

It is requested that five (5) copies of subject bulletin be forwarded this station.

Very truly yours,

F. E. FITCH,
Commander, USN, (Ret),
Commanding.

Gen File

[illegible]

In reply refer to Initials
and No.

Serial No. 9416

NAVY DEPARTMENT
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
WASHINGTON

JAN 3 1942

My dear Miss Anderson:

Reference is made to your letter No. AER-3-KHM, A2-14 (3), EL, QM (1127), 008432, dated December 18, 1941, addressed to Rear Admiral John H. Towers, Bureau of Aeronautics and referred to this office for reply.

Subject to the usual restrictions regarding U. S. Government work and material and provided it is entirely agreeable to the Companies concerned, the Navy Department will interpose no objection to the visits as requested in enclosure (a) to the letter referenced above, for one or two days, sometime in the near future, at each Company, for the purpose of conveying to them personally the experience of other employers in the use of women both in this country and in England.

The Companies specified in enclosure (a) and the Naval Inspectors concerned have been informed of the Navy Department's action upon your request.

It is suggested that the representatives of the Department of Labor be supplied with credentials for identification purposes.

Sincerely yours,

E. S. Earnhardt
E. S. Earnhardt,
Lt. Commander, U. S. Navy.

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Enclosure

List of Aircraft Plants to be Visited by Agents Named

Ethel Erickson, Chief, Field Investigator

Douglas Aircraft Company, Inc., Santa Monica, Calif.
Lockheed Aircraft Corp., Burbank, Calif.
North American Aviation, Inc., Inglewood, Calif.
Northrup Aircraft, Inc., Hawthorne, Calif.
Vultee Aircraft, Inc., Los Angeles, Calif.
Consolidated Aircraft Corp., San Diego, Calif.
Ryan Aeronautical Co., San Diego, Calif.

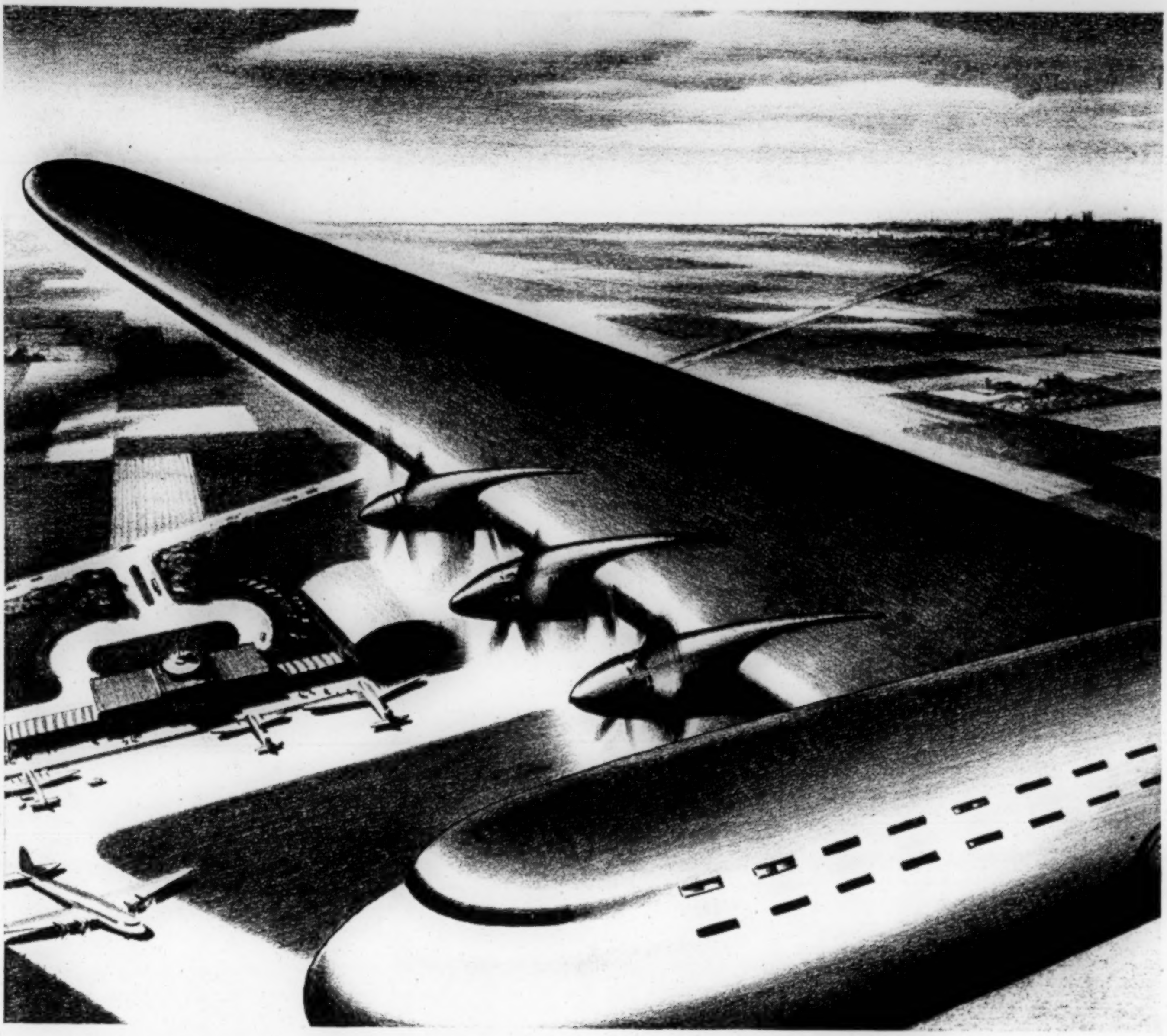
Margaret Kay Anderson, Field Investigator

Spartan Aircraft Co., Tulsa, Oklahoma
Douglas Aircraft Co., Inc., Tulsa, Oklahoma
North American Aviation, Inc., Dallas, Texas
Consolidated Aircraft Corp., Fort Worth, Texas
Ford Motor Co., Fort Worth, Texas
Vultee Aircraft Inc., Nashville, Tenn.
General Motors Corp., Memphis, Tenn.
Curtiss Wright Corp., St. Louis, Missouri
Curtiss Wright Corp., Columbus, Ohio
Goodyear Aircraft Corp., Akron, Ohio
St. Louis Aircraft Corp., St. Louis Mo.

Ethel Erickson and/or Margaret Kay Anderson

Bell Aircraft Corporation, Buffalo, N.Y.
Bellanca Aircraft Corporation, New Castle, Delaware
Boeing Aircraft Co., Seattle, Washington
Brewster Aeronautical Corp., Long Island City, N.Y.
Curtiss Wright Corporation, Buffalo, N.Y.
Glenn L. Martin Company, Baltimore, Md.
Piper Aircraft Corporation, Lock Haven, Pa.
Republic Aviation Corporation, Farmingdale, L.I., N.Y.
Vought-Sikorsky Aircraft Division
    of United Aircraft Corp., Stratford, Conn.

E/(a) to serial no. 9416



Prairie Port in the *Age of Flight*

This is no time for dreaming. But those who work and fight must see a world worth fighting for. Out of war sacrifices will come a new era of opportunity. Some of this important future lies in the air above . . . in the coming Age of Flight.

Already the airplane is weaving a new pattern of transportation, which is completely changing former ideas of time and space and distance.

United Air Lines, for example, now flies farther on special war missions alone — many of them to distant parts of the world — than ever before on peacetime flights.

Yet at the same time it maintains regularly scheduled service along the strategic Main Line Airway, saving precious hours for men in uniform, for civilians with vital production problems, and for the air mail and air express that are playing so important a role in the conduct of the war.

With the coming of peace, you will see still further changes in the whole conception of travel and transportation. Roads and rivers that follow the natural paths of the earth will yield to airways, unhindered by geography. New lanes will link important areas — world ports will flourish the length and breadth of the land.

Broad prairies and seashores alike will be "ports of the air"— practical taking-off places for world markets.

Right now, United's unrivaled flying experience of 250,000,000 miles is helping to speed the winning of the war. When the day of victory arrives, that same experience will help fulfil the promise of the Age of Flight.

★ BUY WAR BONDS FOR VICTORY ★

UNITED
AIR LINES
THE MAIN LINE AIRWAY

DEPARTMENT OF THE NAVY

Frank K
SECRETARY OF

Ralph A. Bard
ASSISTANT SECRETARY OF THE NAVY

ADMINISTRATIVE OFFICE

James V. F
UNDER SECRETA
NAVY

Vice Admiral S. M. Robinson
DIRECTOR OF PROCUREMENT AND MATERIAL

Admiral Erne
COMMANDER
UNITED STA
CHIEF OF NAVA

IN WASHINGTON

Rear Admiral Randall Jacobs
CHIEF, BUREAU OF NAVAL PERSONNEL

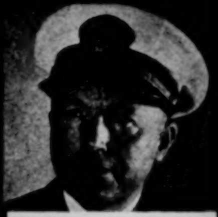
Real Admiral W. H. P. Blandy
CHIEF, BUREAU OF ORDNANCE

Rear Admiral Edward L. Cochrane
CHIEF, BUREAU OF SHIPS

Rear Admiral John S. McCain
CHIEF, BUREAU OF AERONAUTICS

Rear Admiral Ben Moreell
CHIEF BUREAU OF YARDS AND DOCKS

Rear Admiral W. B. Young
CHIEF, BUREAU OF SUPPLIES AND ACCOUNTS



Rear Admiral Ross T McIntire
CHIEF, BUREAU OF MEDICINE AND SURGERY

Lieut. Gen. Thomas Holcomb
COMMANDANT, U. S. MARINE CORPS HDQTRS.

Vice Admiral Russell R. Waesche
COMMANDANT,
U. S. COAST GUARD

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Nav. Dept

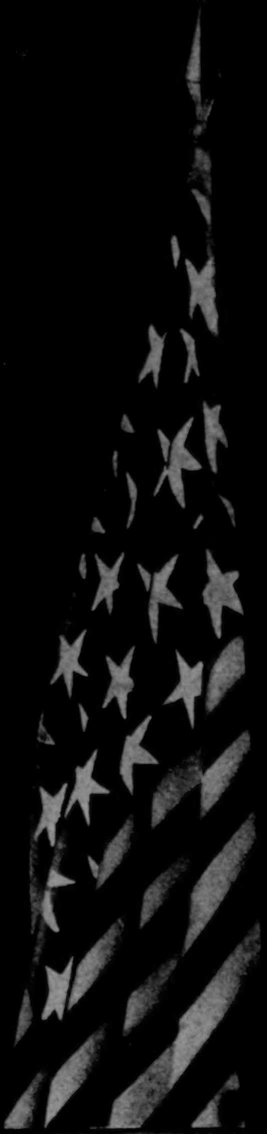
Knox
OF THE NAVY

Artemus L. Gates
ASSISTANT SECRETARY OF THE NAVY FOR AIR

BUDGET OFFICE

. Forrestal
RETARY OF THE
AVY

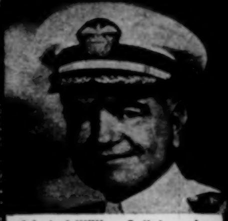
Rear Admiral W. B. Woodson
JUDGE ADVOCATE GENERAL



rnest J. King
ER IN CHIEF,
TATES FLEET
VAL OPERATIONS

IN THE FIELD

Admiral Chester W. Nimitz
COMMANDER IN CHIEF, PACIFIC FLEET

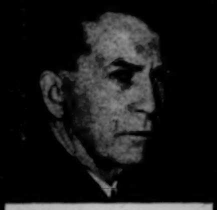


Admiral William F. Halsey, Jr.
COMMANDER, S. PACIFIC AREA AND S. PACIFIC FORCES

Vice Admiral Arthur S. Carpender
COMMANDER, U. S. NAVAL FORCES, S. W. PACIFIC

Rear Admiral John F. Shafroth, Jr.
COMMANDER, U. S. NAVAL FORCES, S. E. PACIFIC

Admiral Harold R. Stark
COMMANDER, U. S. NAVAL FORCES, EUROPE



Admiral Royal E. Ingersoll
COMMANDER IN CHIEF, ATLANTIC FLEET

Vice Admiral Jonas H. Ingram
COMMANDER, S. ATLANTIC FORCES, ATLANTIC FLEET

Vice Admiral Hehry K. Hewitt
COMMANDER, AMPHIBIOUS FORCE, ATLANTIC FLEET

Photos: Official U.S. Navy, Harris & Ewing

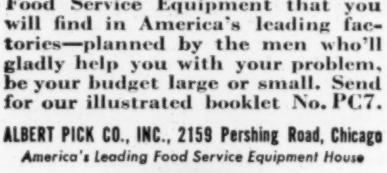
WAR-BUSY AMERICA
EATS WHERE IT WORKS!

SOUP'S ON!
RIGHT AT THE JOB WITH
PIX *Cafeteria-on-Wheels*

Bringing food *to the worker* means less time *away from work!* Pick Engineers designed this mobile food server for war-busy plants where space can't be spared for a central cafeteria. Keeps soup, coffee and hot dishes *piping-hot* by self-contained fuel or electricity . . . serves sandwiches, pastry, cold drinks and candy. Goes anywhere, takes little space, brings welcome refreshment to men whose every minute counts.

This is just one example of Pick Food Service Equipment that you will find in America's leading factories—planned by the men who'll gladly help you with your problem, be your budget large or small. Send for our illustrated booklet No. PC7.

ALBERT PICK CO., INC., 2159 Pershing Road, Chicago
America's Leading Food Service Equipment House



FEEDING EQUIPMENT
★ *For War Industries* ★

Question of the Week

Title Reg. U.S. Pat. Office

Should All Personal Incomes Be Limited to Net of $25,000?

Proposals calling for the limitation of all personal incomes, notably income from investments, have been advanced in official quarters since Treasury regulations have limited salaries to $25,000 after payment of taxes. It is possible that Congress will be asked to authorize such an extension of the present regulations.

To present a cross section of informed opinion on the subject, The United States News asked businessmen, labor officials and other authorities the following question:

Should all personal incomes be limited to a net of $25,000?

Answers appear herewith.

Daniel J. Tobin

Indianapolis, Ind.; General President, International Brotherhood of Teamsters; Vice President, American Federation of Labor; Former Administrative Assistant to President Roosevelt,

answers: (by telegraph)

I am wholeheartedly in favor of the limitation of all personal incomes to a net of $25,000 per year as a war emergency measure.

Some 5,000,000 Americans have sacrificed their incomes to enter the armed services and may further sacrifice their lives. In comparison with these sacrifices, no one should complain about limiting his net personal income to $25,000 a year.

We must pay for as much of this war as possible as we go. If we lose the war, we lose our incomes and our standard of living with it.

Lord Beaverbrook and 25 other millionaires of England recently told me at a dinner in London that only 80 people in Great Britain now have net annual incomes of more than $25,000. England is paying as it goes to avoid economic catastrophe later. I firmly believe we should do the same.

Verne Burnett

New York City; Vice President, General Foods Corp.,

answers: (by telegraph)

John Doe, American worker, has considered going into business for himself. He can understand how he might be worth more than $25,000 a year if he himself developed a great and useful enterprise. John doesn't approve antics of playboys squandering income from inherited wealth. But he wouldn't like to have anything hinder support which income from estates provides for hospitals, schools, charities, and financing of business enterprise.

Perhaps John Doe hasn't got around to think this subject clear through, but when he does his judgment is likely to be sound.

Max Lerner

Williamstown, Mass.; Professor of Political Science, Williams College; Former Editor, The Nation; Professor of Government, Harvard Summer School, 1934-41,

answers:

I favor the $25,000 income limit, rather for moral reasons than for economic.

If it were a question of a long-run postwar measure, I should want to be reassured that, within the framework of a free investment market, it might not interfere seriously with effective investment and therefore with full employment.

But, since there are no problems of investment stagnation during the war, the measure could do no economic harm and may—by cutting down on civilian consumption in the high-income groups—do some good.

But the principal defense of the proposal as a war measure must be made on the moral and psychological plane. This is a war in which the living standards of the ordinary man and woman are being cut

—Harris & Ewing

MAX LERNER

NAVY DEPARTMENT - 1943

Files

Navy

ADDRESS REPLY TO
OFFICE OF PROCUREMENT AND MATERIAL

AND REFER TO

NAVY DEPARTMENT
WASHINGTON 25, D. C.

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

WOMEN'S BUREAU
DEPARTMENT OF LABOR

16 December 1943

Mrs. Rachel Nyswander
Information Division
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Mrs. Nyswander,

Thank you for the material relative to the employment of women in industry which you have furnished us pursuant to the request of Lieutenant Rieger of this office.

We will appreciate receiving similar material as it may be issued in the future.

1851 [illegible]
mailing further
& [illegible]

Yours very truly,

KGBeggs
Kenneth G. Beggs
Lieutenant, USNR

Sent to

Lt. C. J. Rieger Jr.
Office of Procurement and Material
(Inspection section)
material on
rest periods, & conversation as to
practice in offices about this

15th & D
Tempo 2
Rm 2204

Navy

December 11, 1943

Admiral C. W. Fisher
Director of Shore Establishments
Navy Department
Washington, D. C.

My dear Admiral Fisher:

The O.W.I. labor press service in a release of 11/22/43 reports the total number of women in naval shore facilities including the continental Navy Yards. You have sent us this report✓ as of January and March 1943, showing a break-down by establishment, sex, and group of worker. As we are following the trend of women's employment in the major war industries, and receive a monthly report on employment of women wage-earners in commercial yards, we would like a copy of your August report by groups so that we may estimate the total number of women wage-earners in the shipbuilding industry.

Sincerely,

MA:IAS:ams

Mary Anderson, Director.

, 25

Files

November 9, 1943

Lt. S. T. Marker
Shore Establishments Division
Safety Engineering Section
Temporary Bldg. 2
Bay 2
Room 1211
Washington, D. C.

Dear Lt. Marker:

I am enclosing herewith the list of manufacturers and their prices for the safety caps shown in our bulletin, also enclosed. The numbers 1 to 12 on the list corresponds to the caps so numbered in the bulletin. I am also sending, on the chance you may have use for them, a number of bulletins published by the Women's Bureau. If you are interested in more copies of these, or in any of the others listed in the mimeographed list herewith, I shall be glad to send them.

Sincerely yours,

Jennie Mohr,
Associate Industrial Economist

JM:ml
Enclosures

Navy Dept

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS AND STAMPS

ADDRESS REPLY TO
EXECUTIVE OFFICE OF THE SECRETARY
AND REFER TO INITIALS
AND No.

SOSED-7B

NAVY DEPARTMENT
WASHINGTON

11 October 1943

WOMEN'S BUREAU
OCT 1[illegible]
DEPARTMENT OF LABOR

Mary Anderson
Director, Women's Bureau
U.S. Department of Labor
Washington, D.C.

Dear Miss Anderson:

Your letter of September 25 brought to the attention of the Navy Department a report from Mrs. Mary Rice Morrow Department of Labor and Industry, Harrisburg, Pa. that she is getting too many requests for unduly long hours from Navy Department representatives who work with industry on production.

I have received a report on this subject from the Commandant of the Fourth Naval District, a copy of which is enclosed. You will note that seven requests are reported on, six of which involved longer working hours for only a temporary period, that is, from one to three months. Each of these cases were investigated thoroughly by the District Civilian Personnel Officer and the requests would not have been made if it did not appear absolutely necessary from the standpoint of meeting production schedules.

Your letter will serve to impose greater caution then ever on those field officers responsible for passing on such requests to Navy Contractors. If future requests for unreasonably long hours are made, it will be appreciated if you bring them to the attention of the Navy Department.

Sincerely yours,

ACWolf
A. C. Wolf
Lieut., USNR

cc: ComFour(DCPO)

COPY

P14-2/LL
DCPO/P14-2/JFF(ng)
P8-1

FOURTH NAVAL DISTRICT
DISTRICT STAFF HEADQUARTERS
BUILDING NO. 4
NAVY YARD, PHILADELPHIA, PA.

7 October 1943

To: SOSED (Industrial Manpower Section)
Subj: Navy requests for relaxation of State Labor Laws on Employment of Women.

Ref.: (a) SOSED-7B ltr. dated 29 Sept. 1943

Encl: (A) Report on requests for extension of working hours for women.

1. In compliance with reference (a) there is attached a report on the actual cases involving request for extension of working hours for women which this office has made to the Pennsylvania Department of Labor and Industry, Bureau of Women and Children, Wage and Hour Division.

2. In every instance, with the exception of the Aldon Products Company, requests for such extension were brought to our attention by the cognizant Inspector of Naval Material. In each instance, an officer from the District Civilian Personnel Office made a thorough investigation of the request by making a visit to the plant and interrogation of appropriate parties concerned.

3. In no case has this office instigated any such request and our participation in connection therewith has been at the instigation of the Department of Labor and Industry.

4. It is pointed out that originally the state law governing the employment of women provided for a 54-hour workweek. This was changed to 44 hours during the period of depression. The change was made in the light of conditions existing at that time.

By direction of Com4:

/S/ W. L. Beck

W. L. BECK
Chief of Staff and Aide

REQUEST FOR EXTENSION OF WORKING HOURS
FOR WOMEN

Company	Location	Source of Request	Investigation	Recommendation	Date
Aldon Products Company	Ducannon, Pa.	Company	Hanrahan	66 hr. week for 60 days	21 Sept.
Cruse Kemper Company	Ambler, Pa.	Company - Mr. Fairchild	Forsyth	Continuation of 54 hr. work schedule	28 Aug. 28 Sept.
Electric Storage Battery Co.	Phila., Pa.	Company - Mr. Raycroft, Indus. Relations Mgr. (W.H.Chestnut Sec'y Labor & Indus., Pa.)	Shinnen	56 hr. week for 60 days	17 Sept.
General Elec. Company	Phila., Pa.	Company - T.G. Collins, Supv. of Personnel (Lt. J.D. Lee, INM, Phila.)	Pike	54 hr week for 60 to 90 days	30 Sept.
General Outdoor Advt. Co.	Phila, Pa.	Company - C.R. Bird General Mgr.	Shinnen	60 hr. week for 30 days	19 Aug.
Taylor Wharton Iron and Steel Co.	Easton Pa.	Company-W.G. Hulbert, Vice Pres. (Mrs. Welzel, Supv. BuWomen & Children, Pa.)	Shinnen	58 hr. week for 30 days	19 Aug.
Textile Mach. Co.	Reading	Company - Mr. Fleishman, Capt. R.C. Fuller, Labor Ofcr. 3rd Serv. Command	Forsyth	50 hr. week for 30 days	4 March

Navy

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

NAVY DEPARTMENT
WASHINGTON

ADDRESS REPLY TO
EXECUTIVE OFFICE OF THE SECRETARY
AND REFER TO INITIALS
AND No.

SOSED-7B

1 October 1943.

WOMEN'S BUREAU
OCT 2 - 1943
DEPARTMENT OF LABOR

Miss Mary Anderson
Director Women's Bureau
U. S. Employment Representative
Washington, D. C.

Dear Miss Anderson:

Your letter of September 25, addressed to Commander Click on the subject of requests in Penn. by Navy representatives for unduly long hours of work for women workers, has been received. A letter has been written to the Commandant, Fourth Naval District (Penn.) asking for an investigation of subject requests and emphasizing the necessity of keeping them to the absolute minimum necessary for meeting Navy production schedules.

A report on this subject will be submitted to you as soon as a reply from the Fourth Naval District is received.

Sincerely yours,

A. C. Wolf
A. C. Wolf
Lieutenant, USNR.

Copy to Murrow
10/5/43
[illegible]

Navy

September 25, 1943

To: Commander D. G. Click
Office of the Assistant Secretary
Shore Establishments Division
Room 2414 Navy Department
Washington, D. C.

From: Mary Anderson, Director
Women's Bureau

Subject: Numerous requests in Pennsylvania by Navy Department representatives for unduly long hours of work for women workers

Mrs. Mary Rice Morrow, Director of Women and Children and Hours and Wages, Department of Labor and Industry, Harrisburg, Pennsylvania, reports that she is getting too many requests for unduly long hours from Navy Department representatives who work with industry on production.

She has just received a request for 66 hours for 60 days for the Aldon Products Company, Duncannon, Pennsylvania, from Lieut. A.T. Hanrahan, U.S.N.R., Fourth Naval District.

The James H. Matthews Company, 3942 Forbes Street, Pittsburgh, has requested 72 hours, which she did not grant, but they told her they can get a letter from the Navy.

She also has a request for 60 hours from a plant in Easton, Pennsylvania.

In the case of the Aldon Products Company, which is engaged in a secret process, the women are doing light assembly work and inspection. I think we all agree that 66 hours a week are not hours that will give the greatest production, nor are 60 hours a week. Mrs. Morrow said she realized, in discussing the hours question with the young Lieutenant, that he believed the longer hours you worked the more production you got. He didn't realize that people get tired and discouraged and absenteeism and labor turnover increased.

Mrs. Morrow feels that the Shore Establishments Division should instruct their District Officers not to ask the Departments of Labor for such long hours; that the Department is willing to go along on 54 hours for a limited time.

MA:IS

Navy Yd

October 9, 1943.

The Commandant,
Navy Yard,
Brooklyn, N. Y.

Attention: N. D. Hubbell
Commander, U. S. N. R.

Dear Sir:

I am replying to your memorandum LL/P14-2(CC) -2) signed by Commander Hubbell and dated October 5.

Dr. Silverman is now engaged in a field study and is out of the city. She is expected in ten days or two weeks and may be reached through the National Institute of Health in Bethesda, Md.

Miss Jennie Mohr of the Women's Bureau staff specializes in problems of industrial hygiene and safety as related to women workers and is also well acquainted with shipyard jobs and conditions. If you have any further questions about occupations suitable for pregnant women or about other matters in the field, please feel free to call upon her.

Yours very sincerely,

Dorothy K. Newman,
Associate Economic Analyst.

DKN.nb

PLEASE ADDRESS REPLY AS FOLLOWS:
"THE COMMANDANT
NAVY YARD, BROOKLYN, N. Y."

UNITED STATES NAVY YARD
NEW YORK, N. Y.

No. LL/P14-2((C)-2) mdc

Memorandum 5 Oct. 1943

Mrs. Dorothy K. Newman
Women's Bureau
Department of Labor
Washington 25, D. C.

Dear Mrs. Newman

We have just received the reprint of Dr. Charlotte Silverman's article on Maternity Policies in Industry.

In this article, she mentions a shipyard which made a survey to find certain light jobs that might be suitable employment for women who were pregnant but who wanted to work a month or so after their condition became known to them and they were not able to carry on their regular duties.

We are wondering if it might be possible to get from Dr. Silverman a list of these lighter occupations which she had in mind.

Very truly yours,

N D Hubbell

N. D. HUBBELL
Commander, USNR
By direction

September 29, 1943

Lt. Commander A. H. Roos
Headquarters, Thirteenth Naval District
Exchange Building
Seattle, Washington

Dear Commander Roos:

The mimeographed outline for induction training for new employees has been forwarded to me in Washington. Thank you very th, much for sending it. I am particularly interested in the spread of s on induction over a number of days; often new workers are given everything at once and can't absorb it.

Would you think it desirable to add some discussion in the induction period concerning the training of women in proper safety practices--as in climbing, lifting, carrying, etc.--, clothing, health, work relationships, etc.? I think the statement of women's problems on the job is very good.

JM:ml

Sincerely yours,

Jennie Mohr,
Associate Industrial Economist

JM:ml

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

NAVY DEPARTMENT
WASHINGTON

ADDRESS REPLY TO
EXECUTIVE OFFICE OF THE SECRETARY
AND REFER TO INITIALS
AND No.

SOSED-IE-DGC/fm

24 September 1943

Miss Mary Anderson
Director, Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

I appreciate your advising me of the situation at the Alexandria Torpedo Station, which a complainant alleges to exist. While I have only made a perfunctory check, my information is somewhat at variance with the statements made by the complainant.

Inasmuch as this is a proper grievance subject, it is suggested that the complainant submit the grievance in accordance with the Navy's established grievance procedure which provides for final appeal to the Navy Department in the event the employee does not receive satisfaction at any of the five steps.

I trust you received our two statements on equal pay for equal work irrespective of sex.

Kindest personal regards.

Sincerely,

D. G. Click

D. G. CLICK,
Comdr., USNR.

September 21, 1943

MEMORANDUM

To: Commander D. G. Click
Office of the Assistant Secretary
Shore Establishments Division
Room 2414 Navy Department
Washington, D. C.

From: Mary Anderson, Director
Women's Bureau

Subject: Discrimination in Wages of Women paid in the "After Range" Division at the U. S. Naval Torpedo Station, Alexandria, Va.

1. Wages

a. Women trainees at the Naval Torpedo Station are paid 57 cents an hour, and at the end of 4 months are raised to 63 cents, and raised again after several months to 69 cents, the maximum.

b. Men doing identical 'after range' assembly work here are classed as 'ordnance workers' and "machinists," and paid $1.26 per hour.

c. Charwomen at the Torpedo Station have a beginning rate of 48 cents an hour.

d. The Amertorp Corporation in Chicago manufactures gyroscopes for torpedoes. For their work in outside vocational schools trainees are paid 60 cents an hour. The beginning rate in the plant is 80 cents for sub-assembly, and after 3 months of production the rate is raised to 85 cents for sub-assembly. A few women on more skilled sub-assembly are now earning $1.25 or more an hour.

2. Policies in regard to wage rates - said to be controlled by Civil Service ruling. The reply to the Complainant when she presented her case to the Commanding Officer of the Torpedo Station included these paragraphs which put the burden on the U. S. Civil Service:

"Under Civil Service one who learns to perform certain operations of a particular rating by rote is not considered qualified for that rating if the standards established for the job require an apprenticeship or a stipulated period of paid experience.

"In this instance you are presumably comparing your work with that of a machinist, ordnance man, or helper trainee. In each of these ratings paid experience is required in order to qualify under Civil Service rules. Even the "helper trainee" must have had the equivalent of 2 years' paid experience as an automobile mechanic or as mechanic or some other type of internal combustion engineer." Agents of the Women's Bureau have found these same standards of Civil Service accountable for apparent discriminations in the wages of women in the Navy Yards.

3. Complainant - speaking for several women in this division had been employed 6 months in the Torpedo Station, during which time she developed a training method for use in training other new workers on the job. This consisted of listing the detailed steps in proper sequence of taking down and reassembling the one hundred and more parts in each gyroscope. She has also helped in the training of new employees, men as well as women, in this assembly division. The new men who came in were hired as "helper trainees" at 77 cents an hour, and were advanced rapidly in pay, yet this woman was earning 63 cents as against the charwomen's 68 cents and the men whom she trained as "helper trainees" at 77 cents.

MA:CM:IS

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25

September 21, 1943.

To: Miss Mary Anderson

From: Miss Manning

Re: Discrimination in Wages of Women Paid in the "after range" Division at the U. S. Naval Torpedo Station, Alexandria, Virginia.

1. Wages

   a. Women trainees at the Naval Torpedo Station are paid 57 cents an hour, and at the end of 4 months are raised to 63 cents, and raised again after several months to 69 cents, the maximum.

   b. Men doing identical "after range" assembly work here are classed as "ordnance workers" and "machinists," and paid $1.26 per hour.

   c. Charwomen at the Torpedo Station have a beginning rate of 68 cents an hour.

   d. The Amertorp Corporation in Chicago manufactures gyroscopes for torpedoes. For their work in outside vocational schools trainees are paid 68 cents an hour. The beginning rate in the plant is 80 cents for sub-assembly, and after 3 months on production the rate is raised to 85 cents for sub-assembly. A few women on more skilled sub-assembly are now earning $1.30 or more an hour.

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3. Complainant - speaking for several women in this division had been employed 6 months in the Torpedo Station, during which time she developed a training method for use in training other new workers on the job. This consisted of listing the detailed steps in proper sequence of taking down and reassembling the one hundred and more parts in each gyroscope. She has also helped in the training of new employees, men as well as women, in this assembly division. The new men who came in were hired as "helper trainees" at 77 cents an hour, and were advanced rapidly in pay, yet this woman was earning 63 cents as against the charwomen's 68 cents and the men whom she trained as "helper trainees" at 77 cents.

~~Notes on the interviews, copies of correspondence and "Sequence of Operations in Range Assembly of Gyroscopes" are in Miss Manning's files.~~

Dr. ~~Joseph W. Barker is said to be advisor to the Secretary of the Navy on manpower problems. Telephone Navy 2033. Dr. Barker has not been contacted.~~

Navy

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

ADDRESS REPLY TO
EXECUTIVE OFFICE OF THE SECRETARY
AND REFER TO INITIALS
AND No.

NAVY DEPARTMENT
WASHINGTON

SOSED-1E-DGC/fm

21 September 1943

WOMEN'S BUREAU
SEP 22 1943
DEPARTMENT OF LABOR

Miss Mary Anderson
Director, Women's Bureau
Department of Labor
Washington, D. C.

Dear Miss Anderson:

In response to your telephone request, I am attaching a copy of two separate directives instructing all Naval Shore Establishments to grant equal compensation for equal work irrespective of sex.

I trust this information is what you desire. With kindest personal regards, I am

Sincerely,

D. G. CLICK
Comdr., USNR.

Encls. - HW.

N A V Y   D E P A R T M E N T PS&M-2-JP

WASHINGTON

August 28, 1942.

CIRCULAR LETTER

From: The Assistant Secretary of the Navy
To: All Naval, Marine Corps and Coast Guard Activities concerned within the limits of the Continental United States and in Hawaii.

Subject: Equal Compensation for Equal Work, Irrespective of Sex.

Reference: (a) Schedule of Wages for Civil Employees in the Field Service of the Navy Department and the Marine Corps, effective November 18, 1940, as amended.

1. Due to the war emergency, there is a large number of female employees in Navy Yards and Naval Stations engaged upon work which under normal conditions would be performed by male employees, and because of the rapid rate of their employment and assimilation the established principle of equal compensation for equal work, irrespective of sex, has not been followed in some cases.

2. Therefore, Commandants and other Commanding Officers are requested to give consideration to this matter and in every case where it is found that this principle has not been followed, action should be taken promptly to rerate the employee to the occupational designation and rate of pay in the current Schedule of Wages, reference (a), appropriate to the duties being performed.

/S/ RALPH A. BARD

3231

Department Distribution:
6, 7, 8, 9, 10, 11 and 12a.

[illegible]
[illegible] 2578

NAVY DEPARTMENT

SOSED-IE-WT/mh

WASHINGTON

10 July 1943

From: Astsecnav
To: All Naval, Marine Corps and Coast Guard Activities Concerned Within the Limits of Continental United States and in Hawaii.

Subj: Equal Compensation for Equal Work, Irrespective of Sex.

Ref: (a) AstSecNav Circular ltr PS&M-2-JP dated 28 August 1942.

1. Reference (a) refers to the Navy Department's established principle of "equal pay for equal work" regardless of whether thework is performed by men or women. In defining "equal work" every consideration must be given to type of work actually performed, working conditions, versatility, skill, and physical ability to perform the duties of the occupation concerned.

2. Where women employees are performing duties identical with those performed by men employees, their payroll ratings should be identical. As the number of women employees in Naval shore establishments have greatly increased and will continue to increase; and as women employees are being placed in many additional types of work formerly done by men, the problem of creating equality in pay becomes increasingly important. Every attention should be given this problem to be certain that the principle referred to in paragraph (1) will obtain.

/S/ RALPH A. BARD

Distribution List Furnished by SOSED-IE

4868
Miss Halverson

September 21, 1943.

To: Miss Mary Anderson

From: Miss Manning

Re: Discrimination in Wages of Women Paid in the "after range" Division at the U. S. Naval Torpedo Station, Alexandria, Virginia.

1. Wages

a. Women trainees at the Naval Torpedo Station are paid 57 cents an hour, and at the end of 4 months are raised to 63 cents, and raised again after several months to 69 cents, the maximum.

b. Men doing identical "after range" assembly work here are classed as "ordnance workers" and "machinists," and paid $1.26 per hour.

c. Charwomen at the Torpedo Station have a beginning rate of 68 cents an hour.

some type

d. The Amertorp Corporation in Chicago manufactures gyroscopes for torpedoes. For their work in outside vocational schools trainees are paid 68 cents an hour. The beginning rate in the plant is 80 cents for sub-assembly, and after 3 months on production the rate is raised to 85 cents for sub-assembly. A few women on more skilled sub-assembly are now earning $1.30 or more an hour.

2. Policies in regard to wage rates - said to be controlled by Civil Service ruling. The reply to the Complainant when she presented her case to the Commanding Officer of the Torpedo Station included these paragraphs which put the burden on the U. S. Civil Service.

"Under Civil Service one who learns to perform certain operations of a particular rating by rote is not considered qualified for that rating if the standards established for the job require an apprenticeship or a stipulated period of paid experience.

"In this instance you are presumably comparing your work with that of a machinist, ordnance man, or helper trainee. In each of these ratings paid experience is required in order to qualify under Civil Service rules. Even the "helper trainee" must have had the equivalent of 4 years' paid experience as an automobile mechanic or as mechanic or some other type of internal combustion engineer." (Agents of the Women's Bureau have found these same standards of Civil Service accountable for apparent discriminations in the wages of women in the Navy Yards.)

9

3. Complainant - speaking for several women in this division had been employed 6 months in the Torpedo Station, during which time she developed a training method for use in training other new workers on the job. This consisted of listing the detailed steps in proper sequence of taking down and reassembling the one hundred and more parts in each gyroscope. She has also helped in the training of new employees, men as well as women, in this assembly division. The new men who came in were hired as "helper trainees" at 77 cents an hour, and were advanced rapidly in pay, yet this woman was earning 63 cents as against the charwomen's 68 cents and the men whom she trained as "helper trainees" at 77 cents.

Notes on the interviews, copies of correspondence and "Sequence of Operations in Range Assembly of Gyroscopes" are in Miss Manning's files.

Dr. Joseph W. Barker is said to be advisor to the Secretary of the Navy on manpower problems. Telephone Navy 2033. Dr. Barker has not been contacted.

Interview with Mrs. Dorothy Berger

28 East Mapel Street, Alexandria, Virginia

Re: Naval Torpedo Station

July 6, 1943.

Mrs. Berger has been an illustrator for several years, and in October 1942, feeling the urge to do some patriotic work, took a job at the Naval Torpedo Station in Alexandria. She was placed as a trainee in the gyroscope department, in the "after range" assembly division. At the end of three weeks she was able to tear down the gyroscope, clean it, and reassemble it. She estimated that there are about two hundred parts, and that normally she can complete one or two a day, depending upon the type of alterations or repairs that is necessary. During this learning period she felt the lack of organized instructions, and suggested to the leader of the group that she would like to prepare written instructions. Her suggestion was approved, and these instructions are now being used by new trainees, both in this plant and in Montauk, Long Island.

[illegible]

She was particularly interested in this job, not only because it was interesting in itself, but because torpedoes were a bottleneck and few were trained for this "after range" reassembling. There were about a dozen men in the division when she entered, and all but one of them were very cooperative and very helpful. She was the first woman ever trained for this job.

Wages

As a trainee, she began at 57 cents an hour, and at the end of four months was raised to 63 cents, and had she stayed long enough her next promotion after several months would have been to 69 cents. As an "ordnance worker", the men on the job were receiving 1 dollar and 26 cents an hour, doing exactly the same work, but since they had been longer on the jobs they were receiving more pay and were classified as "machinists."

Lieutenant Wise of the personnel department said that as a woman ordnance worker, she could go as high as 1 dollar and 14 cents, but would have to work a long time to achieve this rate. She would never reach the 1 dollar and 26 cent rate of the men. Men as "helper trainees" start at 77 cents, and Mrs. Berger, before she left the torpedo plant in April, had assisted some men who had no knack for the job, but were started at 77 cents. Mrs. Berger felt that the Civil Service System of wages was almost Fascist in principle, and that there was much criticism and discontent among the women on account of the differential in wages paid women and men. As far as her experience in the plant went, which of course was limited to this one small section, she said there was nothing like job rate.

Race Discrimination

Many colored women have been hired as charwomen, but their beginning rate is 68 cents an hour. The white women are very critical of this, and feel that even as trainees they are worth more than 57 cents an hour if women who sweep can earn 68 cents an hour. She said that the racial feeling is running high in the plant, and that the turn-over, which is high among the white women, would be lowered if there were more equality and justice shown in the wage scale. She understands that this wage scale is current throughout many other navy establishments.

Sick Leave

It is a rule in this plant that women are not permitted sick leave because of menstruation. Mrs. Berger felt this was unreasonable, and friends of hers reported this to higher authorities, and she understood that from Mr. Patterson's office an exemption was made in her case. She was disappointed that this exemption was limited to her alone, as she had hoped to have the ruling rescinded for all the women. She found it necessary to remain home two days for each menstrual period, and each time an officer from the torpedo plant called at her home to check upon her excuse for absence. This irked her very much, and she did not know that it was ever done in other establishments also. She felt the attitude of all the officers was, that people were going to disobey the laws and regulations, and it was up to the Navy to police the plant and its employees at all times. Women now absent from the torpedo station because of menstruation must take leave without pay.

Hours

Mrs. Berger had no complaint of the hours, but when asked, stated that the seven-day week was very general, although most of the women got two Sundays off a month. They worked regularly eight hours a day, but they worked over-time to the extent of three and four hours per day, sometimes four times a week. Mrs. Berger stated that there wasn't a physical exertion, as she sat at a bench for her work, but there was a nervous strain that was fatiguing.

Housing

During the course of her conversation she stated that many girls were living in quarters such as they had never lived in before. This was especially true of single girls who had found rooms in private homes that were not equipped to take care of additional people.

Other Employees

1. Emerson Thompson "called Tommy", the group leader in the "after range" assembly division. Very cooperative and a favorite with the fourteen men and women in his division.

2. Mrs. Agnes Vergeres, wife of a cook at Fort Belvoir, is now at the Ford division. Is an experienced worker, and has an excellent understanding of industrial conditions.

3. Elizabeth McNaughton, a student at George Washington Medical School, who began as a machine operator in another division at 57 cents an hour. She too had had previous industrial experience, and felt that the 57 cent rate was entirely inadequate, since she was turning out the same quantity and quality production as men who earned 1 dollar and 26 cents an hour.

Other Plants Making the Same Type of Gyroscope

International Harvester, Chicago Division
Pontiac Motor Company
Pontiac, Michigan.

It is rumored at the Naval Torpedo Station that women in the International Harvester Plant are being paid 1 dollar and 14 cents for the same type of work that Mrs. Berger was doing. This "after range" inspection is the last word, and a final O. K. for the gyroscope, which really is the brains of the torpedo, This "after range" assembly should not be confused with the first line assembly.

Mrs. Berger was not an aggressive type of woman, but intelligent and calm, and said that it was because of her interest in keeping up war production that prompted her to come to the Women's Bureau. The discontent and undercurrents at the torpedo station are not conducive to the most effective use of the workers. She seemed especially concerned over the feeling that exists about the difference in pay of the white and Negro women. She understood that the colored women would not be able to advance as far as the trainees, but the sentiment among the women trainees at the plant seemed to be that the war would be over before many of them would ever be employed long enough to earn more than the Negro charwomen. She felt that if some of these conditions could be remedied, it would be easier to recruit the necessary help locally. She suggested that if it is true that commercial firms have a higher wage scale for the same jobs, this fact might be used as an argument to equalize the wage scale by conference with the Civil Service and the Navy Departments. She did not know who else could do this unless it could be another Government agency.

Mrs. Berger will be out of town until October, but her husband, Mr. Joseph Berger, who is now with the Department of Justice, can be reached through Senator Peppers committee, which is investigating nutrition. Mr. Berger is assistant director of this committee.

29 East Maple Street,
Alexandria, Virginia.

April 11, 1943.

Capt. R. B. Simons,
U. S. Nalval Torpedo Station,
Alexandria, Virginia.

Dear Captain Simons:

Having been employed as an ordnance worker in the U. S. Naval Torpedo Station for the past six months, and having attained a high degree of proficiency in the skilled work to which I was assigned, I wish to request a change in rating so that my wages per hour would equal those of others who are doing the same work.

Six months ago, upon being placed in the employ of the plant, I was assigned to the section engaged in taking down and reassembling gyroscopes--not to one separate operation in that intricate process, but to the complete combination of operations. The period of training for those who are put on this work averages, according to my own first-hand observation, from a month to six weeks, and is in many instances even longer. Within two weeks, I was performing the complete operation.

At present, I consider myself highly skilled in this work. As authority for making this claim, I have had the assurance of the leading man in my section that the quality of my work and my record of production are at least as good as those of any other worker with the same assignment, and better than some.

Also, during the course of my training, I developed a training method and procedure which, I am informed on good authority, is now being used to advantage in the training of others. This consists of listing, on paper, in correct order, the many detailed steps in the process of taking down and reassembling the gyroscope, numbering each step, and keeping this schedule constantly before the trainee, so that there will be no chance of forgetting and skipping any of the details. I am gratified to learn that in having worked out such a method so as to speed my own development into an efficient gyroscope worker, I was able to make this small contribution to the efficiency of the plant as a whole.

As you know, the stated policy of the United States Government and its several agencies in their relationship to war industry has become, wherever the circumstances warrant the employment of women to fill jobs formerly held by men, to advocate and encourage equal pay for equal work. I am sure you yourself would agree to the fairness of this policy, as the only one consistent with the principles of democracy for which we are now working and fighting.

For this reason I wish to bring to your attention the fact that my own hourly wage rate is 63 cents., in exactly the same employment for which men who work with me are being paid $1.26 an hour. I should welcome a check-up to prove comparative production rates--gyroscope for gyroscope--between myself and any other gyroscope worker in the plant, for I am confident that such a check-up would only further substantiate my claim. Yet as ordnance worker, the wage rate of 63 cents an hour which I now receive for highly skilled work compares with 68 cents an hour paid to the charwomen who sweep floors in the same plant.

Assuring you that I shall appreciate any consideration you may give to this appeal for a rating commensurate with the work performed, I am

Sincerely yours,

Dorothy Berger
Tag No. 29614

COPY

NAVAL TORPEDO STATION
Alexandria, Va.
15 April 1943

NP2/LL-Berger, D. G.
VC:bpw

Dear Mrs. Berger:

Receipt is acknowledged of your letter of 11 April 1943, wherein you request a change in rating in order that your wages per hour might equal those of others performing the same work.

The capacity of those in charge to act upon such cases as the one you present is limited, because we are governed by Civil Service regulations which require certain paid experience to qualify an employee for a certain rating, no matter how well one may perform a certain job.

In this instance you are presumably comparing your work with that of a machinist, an ordnanceman or a helper trainee. In the case of each of these ratings definite paid experience is required in order to qualify under Civil Service rules. Even the helper trainee must have had the equivalent of four years paid experience as an automobile mechanic or as a mechanic on some other type of internal combustion engine.

Under Civil Service standards one who learns to perform certain operations of a particular rating by rote is not considered qualified for that rating if the standards established for the job require an apprenticeship or a stipulated period of paid experience.

It is suggested that the request made in your letter of 11 April 1943 be submitted through your supervisor, who alone is in a position to confirm or modify the evaluation you have placed on your own services.

Whenever an employee is performing a grade of work higher than his or her rate of pay indicates, every effort is made to readjust wages accordingly insofar as Civil Service rules and the schedule of wages will permit.

Very truly yours

R. B. Simons
Captain, U. S. Navy
Inspector of Ordnance in Charge

Mrs. Dorothy Berger
29 East Maple Street
Alexandria, Virginia

SEQUENCE OF OPERATIONS IN RANGE ASSEMBLY OF GYROSCOPES

By Dorothy Berger

I. Tearing down an issue gyro from the cam.

1. Remove gyro from cam.
2. Set balance nut 1.5.
3. Set gyro on side and hold by can plate; check side bearings.
4. Put in running position in small stand.
5. Check static and three-grain balances in ring; make note of balances.
6. Remove sleeves.
7. Remove ball retainers; mark.
8. Mark inner races.
9. Remove inner races.
10. Level knife edges.
11. Check static and three-grain balance on knife edges.
    a. Make note of.
    b. Compare balance now with balance in ring.
12. Spin wheel; not too fast.
13. Stop wheel.
14. Remove dowel and center screws.
15. Jack ring apart.
16. Remove wheel and balls.
17. Wash ring and wheel.
18. Inspect wheel pivots and bearings for rust, scratches, dents, chatter marks and pits.
19. Take locking discs off.
20. Mark bearings.
21. Remove bearings if they have to be honed.
22. If to be honed, put in envelope with number of gyro on it and directions.
23. If wheel pivots need lapping, put tag on wheel and take to bench; gyro number and my name on tag.
24. Remove center gaskets.
25. Polish all burred or worn screws; replace screws not perfect.

II. Preparing the outer ring.

1. Remove ball retainers; mark top one with X.
2. Remove cam plate.
3. Write up engraving tag and send to engraver.
   C number.
   Torpedo number.
   Gyro.
4. Polish cam on cam plate.
5. Check cam plate for nicks or scratches.
6. Polish inner races if needed, top and bottom, and put back.
7. Mark inner races before removing.
8. Mark outer races before removing; polish if needed and put right back.
9. Check pivot top for polish.
10. Remove locking discs from sleeve.
11. Check extender for rubbing.
12. Inspect 16 three-sixteenth inch balls.
13. Put balls in retainers and replace retainers top and bottom; oil balls.

III. Assembling the inner unit.

1. Wash parts;
    a. Bearings.
    b. Ring.
    c. Wheel.
2. Check balance nut.
3. Inspect bearing surface.
4. Oil bearing thread.
5. Screw bearing into mark.
6. Replace locking discs.
7. Inspect 12 one-eighth inch balls.
8. Inspect bearing surface and wheel pivots.
9. Insert ball guide.
10. Place one-eighth inch balls and oil balls.
11. Put wheel in gyro.
12. Replace center screws.
13. Replace dowel screws.
14. Check wheel for play; take up play if needed.
15. Check oscillations.
16. Center wheel at indicator.
17. Spin gyro; listen.
18. Level knife edges.
19. Check inner unit on knife edges.
    a. Static balance.
    b. Three grain balance.
20. Put gaskets under center.
    a. Loosen dowel screws first.
    b. Put center back in the same position.
21. Check on knife edges again.

IV. Assembling the inner unit in the outer ring.

1. Snap race on number 2 side of inner ring.
2. Slip inner unit in outer ring.
    a. Locking end down.
    b. Zeros matched.
3. Snap inner races on number one side.
4. Inspect 16 three-sixteenth inch balls.
5. Replace ball retainers; side bearings.
6. Put new gaskets on sleeve.
7. Put sleeves in place; screw on.
8. Check side bearings.
    a. For freedom in spinning.
    b. For end play.
    c. For side play.
9. Check static balance in ring in running position.
10. Check three grain balance in ring.
11. Replace gaskets under locking discs; remember to place screws correctly.
12. Check locking discs on ring for air leaks.

July 6 - 1943

MRS. JOSEF BERGER ~~PROVINCETOWN, MASSACHUSETTS~~
24 E. Maple St., Alexandria, Va.

Dear Miss Manning -

After getting home I thought of a couple of details I could add to the information I gave you.

Ralph Kleiser, an inspector from the Pontiac plant in Forest Park, Chicago, who was visiting the "Ford" Plant the 22nd of April 1943 told me they pay their women $1.07 and $1.14 an hour for the same highly skilled work on gyros that I was doing at the time for .63 an hour. After six months in the Alexandria Naval Torpedo Station doing this skilled work I was making less than the charwomen, who were paid .68 an hour. The men were nearly all paid 1.26 an hour for the same work at the same bench with me.] A few men had been brought in recently to learn our work as Helper Trainees at .77 to start. They were advanced rapidly because, as I was told, "They have families to support".

I phoned this evening and found out from a friend in authority that the gyro section we work in is called 'The After Range Gyro Section'. You had asked me this and I wasn't certain.

Phil Rogers in charge of the gyro section at the "Ford" Plant used my work plan which I enclose to train the gyro people in his section. He also used it, adding the names of the tools for each operation for an instruction sheet which was mimeographed and I understand is being used to train the all navy (sailors) to do this same work at the Montauk Point Long Island torpedo plant which is now getting under way.

I n case you need it here is Miss Agnes Vergerés address –
314 S. Royal St., Alexandria, Va.
She lives with a Mrs. J. G. Jewell, phone Al. 7972

MRS. JOSEF BERGER PROVINCETOWN, MASSACHUSETTS

Mr. Emerson Thompson's address is 3114 Circle Hill Rd., Alexandria, Va. phone - Temple 1942.

I enjoyed our talk so very much, and I will call you when I get back to see if you have been able to make any use of what I was able to give you. If you need any information from me I can always be reached through my husband.

Sincerely,

Dorothy Berger

P.S. The following companies make torpedoes gyroscopes [illegible] for the government. There are probably more but these I am sure of - International Harvester, ~~Chicago~~, Milwaukee

American Can, St. Louis.

Westinghouse, Mass.

~~Pontiac~~ Amertorp, Forest Park, Chicago.

Aug. 12, 1943

Information from Navy Inspection Dept - (Lt. Smith) —

WOMEN'S BUREAU
AUG 14 1943
DEPARTMENT OF LABOR

Amertorp (American Can Co) plant is only one in Chicago making gyroscopes

International Harvester makes them only in Milwaukee —

No Pontiac plant here making them.

They are being made at Westinghouse in Sharon, Pa. + Eiseman Magneto, Brooklyn.

May Bagwell

Amertorp Corp. Forest Pk. Ill.
Mfg gyroscopes for torpedoes

L. G. Robertson Asst. Gen Mgr.
Mr Burnhagen. Foreman of Gyro Dept

No women on final assembly
(said W- wd not be good on this altho good on sub assembly)
Training for final assemb. 6-12 wks

Girls pd begin rate 80¢ after Training in outside vocational sch & pd 65¢ as Trainees
after 3 mos raised to 85¢.
Few W. said to be pd 1.30 on more skilled sub assembly.
Raised to about 85¢ on merit.

Men - final assembly & test pd 1^{00} to $1.^{30}$
Rates same for M & W if on same job.
(few on same job)

Internatl Harvester Mil. women not on final assembly.

Excerpts taken from letter from Elsie Wolfe - July 30, 1943.

I have already visited the Amertorp Corp. here in St. Louis - "Amertorp" is a coined word combining American and Torpedo. I called the Personnel Manager this morning to check on the type of gyroscope manufactured and rates. He stated that as far as he knew they were manufacturing the same type as at Alexandria. Assemblers" have a range of rates as follows, regardless whether they are assembling gyroscopes or valves. Attached to the firm schedule is a list of job classifications and rates. Mr. Oexcli quoted the following assembly rates this morning:

Trainees are paid 55 cents per hour (1 mo. to 6 wks. or 2 mos.)
Learners (at end of training period) rec. 65 cents per hour.
Learners after 3 mos. following period rec. 70 cents per hour.
Men also ? → At end of 6 mos. assemblers rec. 75 cents per hour

Then they are graded as Junior and Senior Assemblers. Mr. Oexcli did not know anything about the rates for Ordnance.

Final assembly after tear-down? 75¢?

Navy Dept

FOURTH NAVAL DISTRICT
DISTRICT CIVILIAN PERSONNEL OFFICE
WAR MANPOWER COMMISSION
1835 N. 3rd Street
Harrisburg, Pa.

Sept. 21, 1943

FROM: Resident Assistant to District Civilian
Personnel Officer

TO: Mary R. Morrow, Director, Bureau of Women and Children
Dept. of Labor and Industry

SUBJECT: Request for a 66-hour work week for women for a
sixty day period at Aldon Products Co., Duncannon, Pa.

1. Aldon Products Co. is engaged in the production of confidential material for Navy Ordnance, which at present is behind schedule. The need for the material is urgent.

2. It is requested that twelve female employes over the age of 18 years be permitted, for a period of sixty days, to be engaged in light assembly work and inspection at 66 hours per week.

3. The granting of a temporary 66 hour work will will, to a great extent, reduce the backlog at this plant.

4. The women workers are transported to and from work by husbands who are employed at subject plant at 11 hours a day. Less than 11 hour work-day for these women obviously would result in waiting until the close of their husbands' work-day for transportation.

A. T. Hanrahan
LIEUT. U. S. N.R.

September 1, 1943.

The Commandant,
Navy Yard,
Brooklyn, New York.

Attention: Miss Marie Alfino
Badge #361550
Bldg. 280 - 6th floor.

Dear Sir:

This letter is in reply to two of yours of August 26, signed by Miss Marie Alfino, one addressed to Miss Mary Anderson, now absent from the city, and the other to me.

A comprehensive bulletin making recommendations for the effective employment of women in shipyards is now in preparation in the Women's Bureau, but will not be in print until late in the fall. We are, however, enclosing a number of our publications that we think may be of service to you, and in addition our list of publications relating to women in war industries so that you may ask for other items in which you may be interested.

A report on women's vocational training needs in the defense industries is included among the enclosures. This report is not of recent date, but much of the information it contains is still valid. The convention of the International Association of Governmental Labor Officials that covers in its agenda the subject "Women in Industry" was not held in 1942. A summary of the current situation will be presented by Miss Anderson at the 1943 meeting to be held October 8-10 in Chicago.

A summary of Federal and State labor laws as they affect working women in New York and a mimeographed outline showing exemptions from the laws that may be allowed for the duration of the war under certain conditions, are included in the material sent to you. Your State Labor Department should be consulted for any revisions that have occurred recently. We have no published data concerning employee organizations and their problems, but advocate women's participation in union affiars and representation of women in labor-management committees. In connection with the subject of "production management" there are some recent works that may be of service. Among the most comprehensive and readable is The Foreman's Handbook, edited by Carl Heyel and published this year by the McGraw-Hill Book Company of New York and London. Chapter X is devoted entirely to "Special problems in supervising women."

On official request, field representatives of the Women's Bureau made a thorough survey the past spring of the employment of women in the Mare Island Navy Yard. The report of this survey includes concrete recommendations some of which are relevant to the New York Navy Yard situation. Mimeographed copies of the report are now available for distribution to the Navy Yards. If the New York Yard has not received a copy, inquiry may be made of Captain Frederick G. Crisp, Manager of the Industrial Department of the Mare Island Yard.

If we may be of further service, please do not hesitate to call on us.

Yours sincerely,

Dorothy K. Newman,
Associate Economic Analyst.

DKN/nb

PLEASE ADDRESS REPLY AS FOLLOWS:
"THE COMMANDANT
NAVY YARD, BROOKLYN, N. Y."

UNITED STATES NAVY YARD
NEW YORK, N. Y.

No. MEMORANDUM

August 26th, 1943

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
United States Department of Labor
Women's Bureau
Washington 25, D. C.

My dear Miss Anderson:

In connection with the women's program in the Navy Yard, I would be very much interested in receiving, if available, a copy of your November conference regarding "women training needs for defense employment" and also of the June conference, "Progress of defense work as it relates to women and to formulate a program for future activities", mentioned in the U.S. Dept. of Labor, Bureau of Labor Statistics Bulletin 721.

This literature would be of help to me in studying the women's situation in the Navy Yard. Any other literature available concerned with shipyard women workers would be greatly appreciated.

Very truly yours,

Marie Alfino

(Miss) Marie Alfino
Badge #361550
Bldg. 280-6th floor.

v

PLEASE ADDRESS REPLY AS FOLLOWS:
"THE COMMANDANT
NAVY YARD, BROOKLYN, N. Y."

UNITED STATES NAVY YARD
NEW YORK, N. Y.

No. MEMORANDUM

August 26th, 1943

WOMEN'S BUREAU
AUG 27 1943
DEPARTMENT OF LABOR

Mrs Dorothy Newman
Women's Bureau
United States Department of Labor
Washington 25, D. C.

My dear Mrs. Newman:

Since I am concerned with the study of Production Management, Labor Laws as related to women in industry and union groups' problems, all of course in relation to shipyards, would you be good enough to advise me what sources are available for securing current data on these subjects.

Your suggestions will be greatly appreciated.

Very truly yours,

Marie Alfino

(Miss) Marie Alfino
Badge #361550
Bldg. 280 - 6th floor.

v

Navy

August 19, 1943.

Captain Paul H. Rice, (Ret.)
U. S. Navy Department,
Washington, D. C.

My dear Captain Rice:

We received from Admiral Fisher's office tabular information relating to the employment of women in the continental Navy Yards, the major Naval air stations, and major Naval ordnance plants for January and from your office the same data for March. We would like the same tabulations for the latest date available and would appreciate it if we could be placed on the mailing list for this material.

We understand that this information is of a restricted nature and the usual precautions accorded such data will be observed by this office.

Sincerely yours,

Mary Anderson, Director.

MA/IAS/nb

1

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

NAVY DEPARTMENT
WASHINGTON

ADDRESS REPLY TO
EXECUTIVE OFFICE OF THE SECRETARY
AND REFER TO INITIALS
AND No.

Return to Spring

WOMEN'S BUREAU
[illegible]
DEPARTMENT OF LABOR

21 April 1943.

My dear Miss Anderson:

In response to the telephonic request by Miss Spring of your office you will find enclosed tabular information relating to the employment of women in the continental Navy Yards, the major Naval air stations, and major Naval ordnance plants.

This information is of a restricted nature, and it is assumed that the usual precautions accorded such data will be exercised by your office.

Very truly yours,

Paul H. Rice

Paul H. Rice
Capt., USN (Ret.)

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor

NAVY DEPARTMENT

SOSED-IE-WT/mh

WASHINGTON

10 July 1943

From: Astsecnav
To: All Naval, Marine Corps and Coast Guard Activities Concerned Within the Limits of Continental United States and in Hawaii.

Subj: Equal Compensation for Equal Work, Irrespective of Sex.

Ref: (a) AstSecNav Circular ltr PS&M-2-JP dated 28 August 1942.

1. Reference (a) refers to the Navy Department's established principle of "equal pay for equal work" regardless of whether thework is performed by men or women. In defining "equal work" every consideration must be given to type of work actually performed, working conditions, versatility, skill, and physical ability to perform the duties of the occupation concerned.

2. Where women employees are performing duties identical with those performed by men employees, their payroll ratings should be identical. As the number of women employees in Naval shore establishments have greatly increased and will continue to increase; and as women employees are being placed in many additional types of work formerly done by men, the problem of creating equality in pay becomes increasingly important. Every attention should be given this problem to be certain that the principle referred to in paragraph (1) will obtain.

/S/ RALPH A. BARD

Distribution List Furnished by SOSED-IE

NAVY DEPARTMENT PS&M-2-JP

WASHINGTON

August 28, 1942.

CIRCULAR LETTER

From: The Assistant Secretary of the Navy
To: All Naval, Marine Corps and Coast Guard Activities concerned within the limits of the Continental United States and in Hawaii.

Subject: Equal Compensation for Equal Work, Irrespective of Sex.

Reference: (a) Schedule of Wages for Civil Employees in the Field Service of the Navy Department and the Marine Corps, effective November 18, 1940, as amended.

1. Due to the war emergency, there is a large number of female employees in Navy Yards and Naval Stations engaged upon work which under normal conditions would be performed by male employees, and because of the rapid rate of their employment and assimilation the established principle of equal compensation for equal work, irrespective of sex, has not been followed in some cases.

2. Therefore, Commandants and other Commanding Officers are requested to give consideration to this matter and in every case where it is found that this principle has not been followed, action should be taken promptly to rerate the employee to the occupational designation and rate of pay in the current Schedule of Wages, reference (a), appropriate to the duties being performed.

/S/ RALPH A. BARD

Department Distribution:
6, 7, 8, 9, 10, 11 and 12a.

EXHIBIT I.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

July 1, 1943

Rear Admiral S. S. Kennedy
New York Navy Yard
Brooklyn, New York

My dear Admiral Kennedy:

Mrs. Newman and I wish to thank you and your officers for the cordial reception given us and the splendid cooperation we found everywhere in the New York Navy Yard.

We were very favorably impressed with the steps taken in the successful replacement of men by women workers in many of the shops. That their use can be considerably extended you are all well aware. Your training women to a variety of machine and bench work necessary to repair work is particularly notable. We approve your policy of limiting the use of women to the shops so long as men are available for work on the ships. Provision of necessary facilities is apparently well in hand.

Since you stressed your intention of treating women just as men it seems desirable to call your attention to an apparent discrimination in hiring rates. If we are correctly informed a woman entering the yard for shop work would be a Classified Laborer if she was to do cleaning but otherwise she would be a Mechanic Learner Female at $4.64 per day. For example, we happened to be present when a girl who had worked seven months as a drill press operator in a defense plant was interviewed. She was assigned to a drill press job in a shop. A man with similar experience would be taken on as a Helper Trainee but this girl was to be hired as a Mechanic Learner. It was our understanding that an inexperienced man, such as a shoe salesman who wanted to do welding would be hired as a Classified Laborer so that his pay for the learning period would be higher than that of a girl who would be only a Mechanic Learner. There seems no basis for such an inequality.

Improvements in your method of hiring and placement already begun with your "screening" process should be extended. The use of a woman interviewer should be helpful. Posting of pictures illustrative of the various types of work women are doing where they can be seen by women waiting for their screening interview should help give them a better idea of the job possibilities. Some pictures which may be of use for this purpose have already been forwarded to the officer in charge of "screening." Work samples could be used to supplement the pictures. The screening interview should be less brief and hurried so that an applicant may be given a more complete picture of the appropriate work opportunities in the Yard. During the screening process also additional information concerning the applicant's background, experience and potentialities may be secured and used for more effective selection and placement. Both screening and exit interviews should have privacy. It has been found elsewhere that women talk more freely about their reasons for leaving when the interviewer is a woman.

The woman assistant in prospect for the industrial relations office should be a person of broad educational and industrial background who will work well and closely with the women personnel assistants in the shops. Her background should enable her to understand, interpret, and adjust women workers' problems as well as promote their efficiency.

Knowledge of the jobs on which women are working is essential as is familiarity with effective personnel practice. Her functions should be clearly defined and include specified responsibilities in connection with selection and placement of women, as well as their induction, safety, and adjustment in the Yard.

Improved seating would be of benefit to both men and women. Chairs with backs and adjustable for height should be provided for work at which employees may sit or alternately sit or stand. Burners who must wait at their work stations for work to be brought to them should be permitted to sit while waiting.

The excellent work attitude observed throughout the Yard seems attributable to good supervision. This should be extended to the enforcement of safety requirements. Since the safety program is based upon teaching the safe way of doing work, supervisors should stress both by instruction and example the full use of protective measures. An ample supply of full vision goggles with suitable lenses should be on hand and their use required. Where there is danger of falling objects hard hats should be worn. A full exhibit of safety clothing and the most generally used protective devices should be on display where women workers will be sure to see it. It could be well displayed in connection with the process of physical examinations if space there were available. The room where applicants wait for the screening interview could enlarge its display making it complete with information as to where clothing and shoes may be obtained.

The standards of the Women's Bureau for the employment of women are set forth in various bulletins which it is hoped may be of help to those of your staff. Copies have been sent to Commander Hubbell and additional copies will be supplied upon request. As one of the agencies joining with the Army and Navy in endorsing the 8-hour day and 48-hour week, we would urge that you make a careful comparison of output whenever comparable work is done on days of varying lengths. It is our belief that good use of the 8-hour day will give better results than the 10-hour day even when there are only two shifts. It is realized that the necessity of servicing the fleet must be considered in any decision as to your optimum working hours.

Yours very truly,

Marie M. Wright,
Associate Labor Economist.

1535-55-10
AF-450-tpc

7 April, 1943

Dear Miss Sparks:

Your letter of 13 March 1943 addressed to Miss Mary Anderson, Director of the Women's Bureau, Department of Labor, Washington, D. C. has been referred to this Headquarters for acknowledgment.

Your intelligent analaysis of your position is of real interest since it must represent that of many women of the country. Experience and training have rendered you a great potential service to many agencies concerned with the war effort, yet circumstances combine to make you unavailable. Your reaction is natural and understandable.

However, the qualifications which have been established for enrollment in the Marine Corps Women Reserve are based upon long experience in the basic requirements for service. While drill and physical training may not seem to be essential to your performance of office duties, the physical stamina which they develop are required in many of the jobs assigned to women Marines. When dealing in large numbers it is not feasible to distinguish between women who are physically capable of office work only and those who combine office skills with an ability to take on more strenuous tasks.

It is essential to maintain standards which permit ready transfer of personnel to various and different duties even though such a policy may at times deprive the service of persons with abilities such as you possess.

Sincerely yours,

C. B. RHOADS,
Major, U. S. Marine Corps
Asst. to the Director, Marine Corps Reserve

Miss Helen Sparks
1423 Magnolia Avenue
Los Angeles, California

Files

IN REPLYING ADDRESS
THE COMMANDANT, U. S. MARINE CORPS
AND REFER TO No.
1575-55-10
AF-450-tpc

SEMPER FIDELIS

HEADQUARTERS U. S. MARINE CORPS
WASHINGTON

WOMEN'S BUREAU
APR 8 1943
DEPARTMENT OF LABOR

7 April, 1943

Dear Miss Anderson:

There is returned herewith Miss Sparks' letter to you of 13 March 1943, together with a copy of our reply to her.

Very sincerely yours,

C B Rhoads

C. B. RHOADS,
Major, U. S. Marine Corps
Asst. to the Director, Marine Corps Reserve.

Encl. 2

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

Miss Mary Anderson
Director, Women's Bureau
Department of Labor
Washington, D. C.

1F

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

March 24, 1943.

Respectfully referred to

Marine Corps Women's Reserve
Navy Annex,
Arlington, Va...

Letter from -

Miss Helen Sparks,
1423 Magnolia Avenue
Los Angeles, Calif.

Re: Marine Corps Women's Reserve employment procedure in Los Angeles office.

The writer has been informed of this reference.

Mary Anderson

(1990) Director.

MEN'S BUREAU
MAR 18 1943
RTMENT OF LABOR

1423 Magnolia Avenue
Los Angeles, California
March 13, 1943

I am a bit "burned up" this evening. I am
ly seem to be rather long-winded in trying to
an not seem to reduce the wording. I believe
ich deserves a consideration which it is not
dge by the public press and radio. I cite
because mine is a peculiar experience but be-
of thousands of others.

scream that we are facing an emergency that
national life unless we can get more man-
st rely upon older people and women to take
hat for over a year I have been trying to
sort and that I am not yet fifty years old,
I was born a citizen of the United States.
y, I have been increasingly grateful for
me an excellent education for which I paid
he cost. I would so gladly devote my entire
education which the state gave me to the
ort if the rules of the government or its
And this is how it is.

ked for some branch of the government and,
eligible for social security benefits. I
y advanced years through the purchase of
nsurance company and by continuing employ-
offering retirement benefits to those who
ge of sixty-five. During a period of over
twelve years I have worked in an office either in an administrative, clerical, or professional capacity and as a consequence of the position which I have attained the government is asking me to pay five hundred dollars on my 1942 income and in Victory Taxes for this year. Through its control of material the government is probably going to force my family out of business. Then I shall have to assume property taxes if they are to retain the property for the period after the war.

In order to do war work there are three lines open to me. I mention them and the consequences in each case. In the first place, I can quit my job which, in my opinion, is not essential during war time. I can easily secure training which would put me on a factory assembly line.

/F

WOMEN'S BUREAU
[illegible]
DEPARTMENT OF LABOR

1423 Magnolia Avenue
Los Angeles, California
March 13, 1943

Miss Anderson
Woman's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

To use a current phrase, I am a bit "burned up" this evening. I am sorry that I shall probably seem to be rather long-winded in trying to tell you about it but I can not seem to reduce the wording. I believe that the matter is one which deserves a consideration which it is not receiving if one is to judge by the public press and radio. I cite my self as an example not because mine is a peculiar experience but because it must be typical of thousands of others.

The newspapers and radio scream that we are facing an emergency that may mean the loss of our national life unless we can get more manpower working, that we must rely upon older people and women to take on. The calendar shows that for over a year I have been trying to get into war work of some sort and that I am not yet fifty years old, although I will be soon. I was born a citizen of the United States. As I have grown in maturity, I have been increasingly grateful for that fact. The state gave me an excellent education for which I paid but a very small part of the cost. I would so gladly devote my entire time and the result of the education which the state gave me to the furtherance of the war effort if the rules of the government or its policies did not prevent. And this is how it is.

Most of my life I have worked for some branch of the government and, therefore, I have not been eligible for social security benefits. I have tried to provide for my advanced years through the purchase of a pension policy with an insurance company and by continuing employment with an organization offering retirement benefits to those who remain with it until the age of sixty-five. During a period of over twelve years I have worked in an office either in an administrative, clerical, or professional capacity and as a consequence of the position which I have attained the government is asking me to pay five hundred dollars on my 1942 income and in Victory Taxes for this year. Through its control of material the government is probably going to force my family out of business. Then I shall have to assume property taxes if they are to retain the property for the period after the war.

In order to do war work there are three lines open to me. I mention them and the consequences in each case. In the first place, I can quit my job which, in my opinion, is not essential during war time. I can easily secure training which would put me on a factory assembly line.

With the rate for regular hours and overtime which I would receive, I could make enough money to pay my taxes, keep up my insurance, and maintain myself. I would have to give up all of the retirement rights which I have gained and would be unable to secure employment after the war at my age with any organization granting retirement. I would be trained in a type of employment which will probably end for older women with the end of the war. It would probably be practically impossible for me to regain my professional standing. Just what would I do between the end of the war and the time when I would be eligible for California's old age relief? Such a course of action just doesn't make sense to me.

In the second place, I can quit my job and start at the lowest spot in the clerical set-up of some war plant. These plants have a policy of advancement from within for office workers and will not take in an outsider in their better paying jobs. Were I to do that, I could not make enough to support myself, keep up my insurance, and pay my taxes. Of course, the government might put me in jail for not paying my taxes and thus relieve me of self-support

A third line of action would be for me to join one of the armed services. Were I to do that, the government would forego certain tax requirements and the organization by which I am now employed would grant me a military leave thus insuring me a place when the war is over and an opportunity again to make a return to the nation for the education it paid for and in the profession for which I am trained. Certainly this line of action makes more sense than either of the other two. It is by far the most desirable from my point of view for I had experience in war work during the last war and feel that I could contribute from that experience. The catch is that the government chooses to set chronological age instead of ability to do a job as the primary basis for selection for women in its armed services and sets the age much under that which it sets for men. When the organization for which I now work provides retirement for me at the end of fifteen years more of service, I do not feel that I am incompetent to offer the armed services several years of good service yet. Why should they be permitted to set such a low age for women when industry and the professions have hundreds of trained women now employed who would be glad to serve the government? Meantime, the government is spending millions of dollars training women in work for which we older women are already trained and in which we already have experience on which the government could draw.

Last Sunday I spent three hours in a recruitment office while a young woman lieutenant gave me the run-around because she hadn't the nerve to tell me that I am too old to work for the Marines. She kept me hanging around the office until a man should arrive who was to tell me. While I sat there, four young men, none of whom could have been more than twenty-five years of age, were doing work which I am not only capable of doing but which I am experienced in doing. Since the Marines were not yet handling their own recruitment these were young sailors. Two acted as receptionists giving applicants forms and checking to see that the forms had been properly filled in. One acted as a sort of messenger within the office. A third gave aptitude tests to selected applicants. Two young women served as interviewers, apparently neither of them having authority to make any kind of decisions. Six jobs in one office I could and would be glad to do but the one young lady told me I was too old to be expected to hike fourteen miles a day and take physical education as training for the job which she was doing. I refrained from asking her how hiking fourteen miles a day prepared her for the job.

I wonder what is back of the thinking which has put the age at fifty for women but which has permitted a much higher age for men. Has any experimental work been done by any of the armed groups or have they relied upon a traditional attitude of mind toward women's ages? Have they selected a group of experienced office women between the ages of forty-five and fifty to be used as a control group and then compared with them the accomplishments of a group of fifty to fifty-five and another group of fifty-five to sixty? Have they made any investigation of the number of women now functioning satisfactorily in administrative, office and professional groups who are over the fifty line? Have they taken into consideration the obligations which we, who have attained good positions in administrative and professional fields, have assumed which make it almost impossible for us to go into war activities on the assembly lines or in private industry? Certainly there are hundreds of us who would be glad to serve in minor positions if we could be permitted the privileges granted to men serving in the armed forces, thus relieving men to serve. I work successfully beside young women all of the time and with young men who are being trained in our office. Why should I be permitted to apply for officers' training only. I would be glad to take a place in the ranks but the age limits for such enlistment are set in the thirty bracket?

Perhaps if you would set one of your staff to the task of investigating and reporting on the situation with which I am confronted, you might be able to convince the government that they are wasting an opportunity to get the services of hundreds of trained,experienced women. You might even be able to get the War Manpower Commission to listen to you. When I wrote them somewhat as I have written you, some clerical worker replied that in her opinion the first suggestion would be most feasible for me but that I had failed to mention the profession in which I am engaged and the organization by which I am employed and, therefore, they could do nothing for me. It is replies like that which make me wonder what my brother-in-law in the South Seas is fighting for and why my brother was asked to leave his wife to be trained by the army.

Yours truly,

Helen Sparks.

Helen Sparks

Navy

June 29, 1943.

Rear Admiral Charles W. Fisher,
Chief, Shore Establishments,
Navy Department,
Washington, D. C.

Dear Admiral Fisher:

We wish to thank you for arranging the conference on June 21st between members of our field staff who have been working in shipyards and Commander Thomas and Lieutenant McKeithan.

As stated to these officials the survey of findings with regard to the present and future employment of women in the Navy Yards has been discussed with each Commander and members of his staff.

The purpose of the Washington conference was merely to facilitate or implement local efforts in overcoming some situations which have arisen from the induction of women workers.

1. There was agreement to the suggestion that "Women Personnel Assistants" with status in the Personnel Department, in the shops, and on the ways could bring about better selectivity in women's job assignments, could insure the use by women of necessary safety clothing and equipment, and maintain the morale among women workers. We were delighted to learn that suggestions for the establishment of "Women Personnel Assistants" had been issued and believe attention may be riveted on their importance if a few women personnel assistants may take part in your July Washington Conference on personnel matters.

2. While we understand that funds for expenditures for certain facilities must come from other Bureaus of the Navy, I believe we were in agreement that present experience and labor market conditions indicated where and what numbers of women will be employed in Navy Yards, so that an overall plan for women's employment could be made that would permit systematic planning and installation of necessary sanitary facilities, rest rooms, etc., before additional women are employed.

3. Special stress was placed on the increased importance of canteens serving nourishing meals to all shifts in all sections of the yard. As many housewives are working and have very limited time in which to buy food for home preparation or in which to put up lunch boxes, men's and women's food at the yards must be the most nourishing meal of the day. An adequate lunch period is also essential for eating and going to and from the canteen.

4. The Civil Service schedule of wages is applied to women workers differently in the several yards. Women may be employed initially as "mechanic learners", as "mechanical helpers", or as "classified laborers", irrespective of job assignment. The beginning wage rates vary accordingly in the several yards. There is special training given them for such jobs as welders, burners, puncher and shearer, electric crane, anglesmith, sewer, instrument maker and driller. When they attain proficiency at such jobs they are given job rates.

But the mass of women are not assigned to a regular apprenticeship. They learn quickly given assignments so that in a comparatively short time in the shop they carry on skilled work without supervision. They are no longer machinist helpers, electrician helpers, or sheet metal helpers, but neither can they be considered machinists, electricians, or full-fledged sheet metal workers.

The Civil Service classification has an intermediate wage position of machine operator which is not used for women workers in some yards. It is urged that this become an accepted intermediate grade between helpers and machinists in all yards and that similar intermediate grades be established for the many women in the electrical shop and sheet metal shop and other shops who are doing independent and skilled work.

The cooperation between the Navy staff and our staff has been most heartening, and we are looking forward to its continuation.

With many thanks.

Sincerely yours,

Mary Anderson, Director.

MA:BMN:cam

Gen Files
—
Navy Dept.

June 2, 1943

Mrs. F. M. Earle,
Personnel Office
U. S. Naval Dry Docks
Terminal Island
San Pedro, California

My dear Mrs. Earle:

On May 28th the War Manpower Commission forwarded to us your letter of May 19th for answer. We have just made a complete survey of women's working conditions to the Mare Island Navy Yard. As the Navy Yard is having this report published, I am asking our California representative, Miss Margaret Kay Anderson, to see that a copy reaches you. We will have a complete report on work in the Eastern Navy Yards and shipbuilding establishments but it will not be available for another month.

As to clothing, I am sending you our bulletin on clothing which applied to many of the occupations in the shop. Special clothing, however, is necessary for welders and burners including either a leather jacket or a breast shield and arm shields, leather gloves, helmet and goggles. We also recommend high shoes or spats.

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

Copy was sent to M. K. Anderson

WAR MANPOWER COMMISSION

INTERDEPARTMENT TRANSFER SLIP

Date May 27,1943

There is herewith transferred to:

Miss Anderson,
Director,
Women's Bureau,
U. S. Department of Labor,
Washington, D.C.

WOMEN'S BUREAU
MAY 28 1943
DEPARTMENT OF LABOR

A communication from

Mrs. F. M. Earle,
Personnel Office,
U. S. Naval Dry Docks,
Terminal Island,
San Pedro, California

Concerning

Request for literature on employment of women workers in Navy Yards.

which apparently requires your attention.

writer has **not** been informed of this reference.

Signature Mabel Staples

Title **Publications Distribution**

GPO 16—30555-1

C Staples 325

May 19. 43

Man Power Commission
Washington D.C.

Gentlemen

Will you please send literature upon employment of women workers in navy yards - Also any information you have concerning the clothing best suited for them.

Very truly Yours
(Mrs) F. M. Earle Personnel office
U.S. Naval Dry Docks
Terminal Island
San Pedro, Cal.

UNITED STATES NAVY YARD
MARE ISLAND, CALIFORNIA

June 1, 1943

Miss Margaret Kay Anderson
Regional Representative
U.S. Department of Labor
785 Market Street
San Francisco, California

Dear Miss Anderson:

Reference is made to your letter dated May 26, requesting some additional printed copies of the "Survey of Women's Employment at Mare Island Navy Yard."

Two copies are enclosed. We have had to fill a request from the Assistant Secretary of the Navy for a large number of copies, as a result of which, our original supply which was hectographed, is about exhausted.

Duplication of your supplementary report has not as yet been completed.

Very truly yours,

F. G. Crisp

F. G. CRISP
Captain, U. S. Navy
Manager

CROSS REFERENCE SHEET

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Apr. 1943

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FOR VICTORY
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ADDRESS REPLY TO
EXECUTIVE OFFICE OF THE SECRETARY
AND REFER TO INITIALS
AND No.

NAVY DEPARTMENT
WASHINGTON

SOSED-IE-gg

16 April 1943.

My Dear Mrs. Nyswander:

I am sending you herewith in compliance with your request 15 copies of the talk I gave on Staurday.

Sincerely yours,
Cornelia LeBoutillier
Cornelia LeBoutillier.

Mrs. R. F. Nyswander,
Women's Bureau,
Department of Labor,
14th & Constitution Ave.,
Washington, D. C.

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

Files.
Navy

NAVY DEPARTMENT
EXECUTIVE OFFICE OF THE SECRETARY
WASHINGTON

CL:dar

WOMEN'S BUREAU
MAR 31 1943
DEPARTMENT OF LABOR

30 March 1943

Dear Miss Anderson:

Thank you very much for your letter of 20 March 1943 which missed me at Mare Island and has just come to my desk. I will send for the manual, and look forward very much to seeing you again.

One of these days when I find myself a little more straightened around, I shall telephone and see if I can find you at a leisure moment.

Sincerely yours,

Cornelia LeBoutillier

Cornelia LeBoutillier.

Miss Mary Anderson,
Director,
U. S. Dept. of Labor,
Women's Bureau,
Washington, D. C.

March 20, 1943

War file
Navy Dept

Miss Cornelia LeBoutillier
Navy Yard
Mare Island, California

Dear Miss LeBoutillier:

I am glad to hear of the progress of your study and shall be interested in talking with you again when you are in Washington.

The manuscript you refer to was written for the Safety and Security Branch, Ordnance Division, War Department and is to be a section of their neW Safety Manual. This Manual is to be printed in sections. The section on standards for women is not yet in print, but may be available soon. I suggest you request it of Captain L. S. Haworth, Safety and Security Branch, Ordnance Division, War Department.

Sincerely yours,

Mary Anderson, Director

MTM:ml

WOMEN'S BUREAU
MAR 1 6 1943
DEPARTMENT OF LABOR

Navy Yard
Mare Island, California
March 10, 1943

Miss Mary Anderson
Director of Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Anderson:

You will probably remember the talk we had in your office not many weeks ago. At that time I had just undertaken to make, for the Assistant Secretary of the Navy, a report on Navy Yards where female industrial workers are employed. I have visited Puget Sound and am now at Mare Island.

Last night I met Miss Margaret K. Anderson, the Regional Representative of the Women's Bureau, at dinner and we had a short talk afterwards. She is to visit Mare Island next week, I believe, and I know she will be very much interested in this forward-looking Yard. The whole set-up for women here is particularly advanced, it seems to me. I have found my days here most illuminating.

Miss Margaret Anderson said that a report for the War Department on standards to be observed in employing women had been written by Miss Margaret Mettert, Research Associate of the Women's Bureau. Margaret Anderson thought that I might obtain from you either a copy or a synopsis of this report. I am sure it would be helpful to me to have it. If it is possible for you to furnish me with it, will you kindly have it sent to me marked "hold" to this address:

Room 2406
Shore Establishments Division
Navy Department
Washington, D. C.

I expect to go from Mare Island to San Diego to visit the Naval Air Station there and also Consolidated. When I return to Washington, I plan to go to New York and Boston, and probably to Charleston, S. C. and Norfolk, Va.

Some time in the near future, I hope to talk with you again. This would be very helpful to me now that I am more familiar with industrial problems of the Navy Yards.

Sincerely yours,

Cornelia LeBoutillier

Cornelia LeBoutillier

CLeB:me

March 3, 1943.

The Honorable Frank Knox
Secretary of the Navy
Navy Department Building
Washington, D. C.

Dear Sir:

Commander David E. Carlson of your office called upon me on March 2 to discuss the work of the Women's Bureau as it may concern manufacturing yards and assembly and repair stations of the Navy Department.

For the past two years the Bureau's industrial experts have been counselling plant managers and officials employing women for the first time concerning the work women can do effectively, the conditions under which it should be done, and many personnel problems. In order that the Bureau's accumulated knowledge of actual operating conditions may reach the largest possible number of employers, the Bureau has issued brief reports concerning its findings. The Naval Air Stations, Naval Aircraft Inspectors, Naval Ammunition Depots, Bureaus of Ordnance have requested and obtained our material on aircraft assembly, ammunition, and instrument manufacture, as well as on specific standards of employment.

Because women were employed in shipbuilding to only a very limited extent in the last war, the Bureau put off its study of their effective use in shipbuilding until the Navy Department itself indicated interest in this subject. We have now asked our industrial experts to visit Navy Yards and principle shipbuilding yards within their respective regions, to determine what work women are and can do effectively, and under what conditions. A letter of introduction to the Commandant of each yard or to the plant manager precedes the visit of our representative. When officials request assistance on any matter pertaining to women's employment, this is taken care of immediately. If written recommendations are requested these are prepared. When regional reports have covered a cross section of shipbuilding plants, a final report on the feasible employment of women in shipbuilding will be published.

For your use I am including a list of regional representatives. Should you prefer another approach to the Commanding Officers of the Navy Yards please let us know. We will be happy to serve you when and where you need us.

Very truly yours,

Mary Anderson, Director

MA:BMN
cam

Navy

UNITED STATES MARITIME COMMISSION
WASHINGTON

February 15, 1943

TO ALL U. S. NAVY-U. S. MARITIME COMMISSION SHIPBUILDING
CONTRACTORS

Gentlemen:

Attached is a copy of the recommendations on women's clothing and safety appliances for shipyard work developed by representatives of ninety per cent of the American Shipbuilding Industry at the United States Navy-Maritime Commission Conference on Shipyard Health and Safety held on December 7 and 8, 1942 at Chicago, Illinois.

At that Conference, consideration of standards for women's work clothing and safety appliances formed a considerable part of the discussion.

I know that you will be interested in the recommendations contained herein. It appears desirable that as many as possible of these recommendations be incorporated in the design of garments and safety appliances made for wear by women shipyard workers.

Copy of these recommendations are being sent to clothing and safety appliance manufacturers for their guidance.

Please feel free to consult with the Safety Section of the Maritime Commission on any problems which may arise in this connection.

Very truly yours,

Daniel S. Ring

Daniel S. Ring
Director
Division of Shipyard Labor Relations

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

Enclosure

RECOMMENDED STANDARDS FOR CLOTHING AND PERSONAL PROTECTIVE EQUIPMENT FOR WOMEN SHIPYARD WORKERS

U. S. NAVY-MARITIME COMMISSION

Head

All Yard and Hull Work Except Welding

1. Bandanna bound around head, or other close head covering that will confine hair and keep it clean, plus a safety type hat. (i.e. Hard hat, hard boiled hat, skull guard, etc.)

2. Impact Resisting Safety Goggles of the type approved by the U. S. Bureau of Standards or; if exposed to welding arcs used by other employees, then goggles with filter type lens of No. 2 - 5 shade or equivalent. The goggles should be provided with side shields.

3. Face masks of cellulose acetate may be worn in conjunction with goggles.

Welders

4. Head protection as described in paragraph 1 plus standard tilt type welders helmet fastened to the safety hat and provided with the proper shade of tinted welders glass for the job being done. All welders must wear No. 2 - 5 or equivalent of filter lens goggles with side shields under their helmets.

5. Where office employees, including plant executives, go into the yard and are exposed to welding operations tinted goggles of No. 2 - 5 shade or equivalent should be worn.

6. General
All other employees except those in offices should be urged to wear safety hats. For a worker exposed to machines, a cap must completely cover the hair. Headsize should be so generous that hat will be thrown off it it strikes a machine part. Height and stiffness are essential. Height warns the worker that her head is dangerously near machinery. Stiffness guarantees that the cap will not catch in machines. A hairnet alone is not safe.

Body

All Production Employees

1. Underwear. Weight, material and type of underwear to be worn is left to employees selection since climatic conditions will govern the choice.

All Production Employees Except Welders or Burners

2. Work clothes. The concensus of the Chicago Conference on Ship-

yard Health and Safety as to the best type of clothing for women shipyard workers is as follows:

a. A coverall type of uniform designed specifically for women but styled so that ample room for action jobs is allowed.

b. The material should be either denim or gabardine or any closely woven cotton or wool material of a weight suitable for the work done. Lighter cotton material not so closely woven may be undesirable for summer wear. Cotton material should be guaranteed not to shrink more than 1 percent.

c. Metal or plastic buttons should be provided and the buttons should be covered by a flap.

d. A drop seat should be provided and it should be securely fastened across the top, preferably under a flap or belt that will close the opening when it is buttoned.

e. Color is optional but a market preference has been shown for khaki. All dyes used must be fast.

f. Dress shields should be made available either separately, or built into the garment. If built into the garment they should be easily removed for laundering or replacement.

g. The trouser legs should be cuffless and there should be provision made for smoothly binding the bottom of the trouser leg about the ankles, preferably by means of a cross strap and a buckle, button or snap. The binding method should be such that there will be no gathers about the ankle.

h. There shall be no turned cuffs on the sleeves and the sleeves shall fit closely at the wrist.

i. All seams shall be flat seams.

j. Pockets shall be flat pockets only. There shall be no breast pocket.

k. The coverall should be designed to close at the neck.

l. There shall be no ornamentation such as puff type shoulders, extended or standing collars or neck pieces. There should be nothing that will tend to snag on objects or be caught in moving machines.

m. A belt may be used at the waist but it should be designed as an integral part of the garment and so there will be no free ends which may be caught by moving machinery.

Welders

3. Welders' garments should include a flame proofed coverall as described above or a two piece outfit consisting of wool trousers and shirt plus a flame proofed welder's leather set. Design of garments should include:

Wool Trousers

a. The wool trousers should be closely woven and should be styled to fit a woman's figure with ample room allowed for action jobs.

b. Flat seams and pockets should be provided.

c. There may be a drop seat provided or the trousers may open at the side.

d. If the garment is designed with a belt, the belt hangers should be at least 1 and 1/2 inches wide and the belt should be an integral part of the trousers.

e. If the garment is designed as a bib type overall substantial shoulder straps should be provided.

f. No cuffs should be provided at the bottom of the legs and the trousers should be designed so that they can be wrapped smoothly, without gathers, around the ankle if desired. A cross strap with a buckle, snap or button is preferable.

Wool Shirt

a. The wool shirt should be closely woven and styled to fit the feminine figure.

b. It should be of a closed neck type or turtle neck design.

c. There should be no breast pocket.

d. There should be no rolled cuffs on the sleeves and the sleeves should be closely fitted at the wrist.

e. If available, wool sweat shirts may be worn.

Welders Leathers

4. Welders Leathers should be the same as men's leathers except that they should be styled to fit the feminine figure. Experience indicates the necessity for extra ventilation in welders jackets.

Burners and Oxygen-Acetylene (Gas) Welders

5. Wool shirt and trousers, or flame proofed cotton shirt and trousers, meeting the specifications as shown for Section 3 - Welders.

Hands

All Production Workers Except Welders and Burners.

1. Gloves of material suitable for the work being done such as cotton, canvas, leather, leather palms and with or without gauntlets.

Welders and Burners

2. Leather gloves with gauntlets, but provided with an elastic wristlet, set one-third the distance from the top of the gauntlet, that will closely circle the wrist above the bottom of the shirt cuff, and prevent the entrance of hot slag into the glove.

Feet

All Employees

1. Rugged safety shoes made of leather comparable to that used in men's shoes, and provided with steel or plastic toe caps and including:

    a. Low heels.

    b. Oxford types for general employee wear and high shoe types for welders and burners. Pull on boots with a strap across the instep are also suggested

    c. Leather or cord type soles and heels.

    d. Safety shoes should comply with the American Standard Code entitled Protective Occupational Footwear.

IN REPLY REFER TO NA29/A10
A/JDQ/mr
Address Commanding Officer
Naval Air Station

UNITED STATES NAVAL AIR STATION
JACKSONVILLE, FLORIDA

WOMEN'S BUREAU
DEPARTMENT OF LABOR

January 30, 1943

From: The Commandant
To: The Women's Bureau, Department of Labor, Washington, D. C.

Subject: Bulletin of the Women's Bureau, No. 192-1, Request for Additional Copies.

Reference: (a) Ltr. from SOSED (Industrial Manpower Section) to Comdts., All Continental Naval Districts and River Commands (District Civilian Personnel Officers), Comdts., and Commanding Officers, All Continental Naval Air Stations.
All General Inspectors of Naval Aircraft
All Inspectors of Naval Aircraft
All Resident Inspectors of Naval Aircraft,
SOSED-7C-DJT:aa SO 12181025, dated 16 Dec. 1942.

1. It is requested that twelve (12) additional copies of subject bulletin, Bulletin of the Women's Bureau, No. 192-1, be forwarded to this station for use in the Assembly and Repair Department.

J. D. PRICE

BRhodes
B. RHODES
By direction

FOR VICTORY
BUY
UNITED STATES
WAR
BONDS
AND
STAMPS

NAVY DEPARTMENT
WASHINGTON

ADDRESS REPLY TO
ADMINISTRATIVE OFFICE
EXECUTIVE OFFICE OF THE SECRETARY
AND REFER TO INITIALS
AND No.

SOSED-7C-DJT:ebt

WOMEN'S BUREAU
JAN 30 1943
DEPARTMENT OF LABOR

29 January 1943

Dear Miss Turner:

I am enclosing a copy of a letter from the Naval Air Station, Norfolk, Virginia requesting twelve (12) copies of your bulletin No. 192-1. It will be appreciated if you will forward these copies to this station.

Thank you very much for the additional copies of the bulletin which you sent me recently.

Yours very truly,

D.J. Thomson
Ensign U.S.N.R.

Miss Turner
Files & Publications Section
Women's Bureau
Dept. of Labor
Washington, D.C.

NA8/P14-2
(98-jmy)

JAN 26 1943

From: The Commanding Officer.
To: SOSED (Industrial Manpower Section).

Subject: Bulletin of the Women's Bureau No. 192-1: "Women Employment in Aircraft Assembly Plants in 1942".

Reference: (a) Navy Dept. ltr. SOSED-7c-DJT:aa, SO 12181025, dated 16 December 1942.

1. It is requested that twelve (12), copies of the Bulletin of the Women's Bureau No. 192-1: "Women Employment in Aircraft Assembly Plants in 1942", referred to in reference (a), be furnished this Station for use in the Assembly and Repair Department.

F. W. FITCH

INCLOSURE~~S~~.

NAVY DEPARTMENT
WASHINGTON

ADDRESS REPLY TO
ADMINISTRATIVE OFFICE
EXECUTIVE OFFICE OF THE SECRETARY
AND REFER TO INITIALS
AND No.

SOSED-7C-DJT:aa

14 January 1943

Dear Miss Turner:

I am enclosing a copy of a letter from the Inspector of Naval Aircraft, Briggs Manufacturing Company, Detroit, Michigan in which twenty-five (25) copies of Bulletin 192-1 was requested. This office will appreciate it if you will forward the requested copies to the Inspector of Naval Aircraft in Detroit.

It will also be appreciate is you will forward twelve (12) copies of this Bulletin to my office for future use. My room number is 2412 in the Navy Department.

Ca 5784

Yours very truly,

D. J. Thomson

D. J. Thomson
Ensign, U. S. N. R.

Miss Turner
Files and Publications Section
Women's Bureau
Department of Labor
Washington, D. C.

Enclosure- 1

In reply address not the signer of this letter but Inspector of Naval Aircraft, Detroit, Michigan.

INSPECTOR OF NAVAL AIRCRAFT
BRIGGS MANUFACTURING COMPANY
DETROIT, MICHIGAN

REFER TO NO.

A3-1/I.M.
P14-2
(7437)

January 11, 1943

From: Inspector of Naval Aircraft, USN, Detroit, Michigan.
To: Assistant Secretary of the Navy, (Shore Establishments Division - Industrial Manpower Section).

Subject: Bulletin of the Women's Bureau No. 192-1; "Women Employment in Aircraft Assembly Plants in 1942".

Reference: (a) SOSED(IMS) mult. ltr. SOSED-7C-DJT:aa; SO 12181025 dated Dec. 16, 1942.

1. It is respectfully requested that twenty-five (25) additional copies of subject bulletin be forwarded to this office.

W. F. EADE

C. T. West,
By direction

S01 13 115

IN REPLY REFER TO NM29-3/A10
HDK:db
Address: Commanding Officer
Naval Air Station

UNITED STATES NAVAL AIR STATION
DAYTONA BEACH, FLORIDA

227

8 JAN 1943

WOMEN'S BUREAU
JAN 11

Gentlemen:

It will be greatly appreciated if the publication shown below is sent to this station at an early date.

Bulletin of the Women's Bureau No. 192-1:
"Women Employment in Aircraft Assembly
Plants in 1942"

Respectfully,

A P Linscott

A. P. LINSCOTT
Lieut. Commander, USNR
Executive Officer

The Women's Bureau,
Department of Labor,
Washington, D. C.

288

Files

January 6, 1943.

Mr. J. P. Fellows,
Senior Safety Engineer
Puget Sound Navy Yard
627 Washington St.
Bremerton, Washington.

My dear Mr. Fellows:

We have your letter of January 1st, regarding women in positions of personnel safety management, and in personnel management, and I an glad to send you what we have.

There is nothing published solely on this subject. Women in personnel work in peacetime have been few, but these are well known - Sara Southall with the International Harvester Company, Ruth Stone with the Hawthorne Works of Western Electric Company, Laura Smith with the American Telephone and Telegraph, to name three - and now that the war industries have employed women by the tens of thousands, women are rapidly taking positions in aircraft factories, in shipyards, in ordnance plants, in electrical works, in metal-parts factories, in chemical plants, in gun factories, and so on.

In the Women's Bureau studies of war industries, where we analyze jobs women are doing and where they could be used more extensively, the surveys now in print were undertaken very early in 1942 and the aircraft and ammunition industries at that time had very few women employees, so that it was not expected that women would be found in personnel management positions. Often the name of a woman would be given our agent with the remark that she was the "counsellor for women" but we had no further information about her. I am enclosing excerpts from those reports as they will be of some interest.

In one large ammunition plant in the Middle West a report recently received by us says that to meet the personal needs of the women employees for the purpose of maintaining a high standard of morale and for promoting mutual understanding between management and employees a "women's welfare department" has been organized. There is a woman head of the department, two women advisers on each shift in each of the production buildings where women are employed, and in addition three roving advisors, one for each shift. This over-all coordination ties in the duties of the department personnel to the end that material assembled may be helpful in formulating policies to serve all phases of supervision. Transfers, however, and terminations and reclassifications are the responsibility of the foreman and are beyond the jurisdiction of the women's welfare department.

We have information also from other sources than our own surveys and the two cases cited below represent probably the highest position a woman reaches in personnel management:

A woman has the title "director of personnel for women in all plants" for a company having 18 branch factories in various parts of the country. She is the woman executive in industrial relations (is second in command in the company's industrial relations department), her duties requiring knowledge of wage scales, industrial hygiene, the handling of women personnel, the heading up of an employee opinion research department. She was assigned the task of developing a policy covering all the company's American plants, taking into consideration the type of work which women were to do, the indoctrination of supervisory and other male employees so that they would welcome and not resent women, the provision of proper service facilities for women, and so on.

In another company, a woman was engaged to aid in problems relating to increased employment of women for the five plants scattered throughout the country, in selection of women for plant work, to aid in matters of conversion of jobs to women (where only men had been used), and is in charge of technical and supervisory personnel matters. She is in the central-service division of the company's headquarters office.

The pre-requisites for filling such positions would depend on the exact role a woman would be expected to fill - as indicated above, women's duties vary widely in personnel positions. The technical knowledge to qualify a woman for a specific appointment would necessarily be established by the company executives. I think if you want more definite answers to your questions, to be applicable to your Navy Yard, you would want to write direct to some woman personnel official in a shipyard. I do not have any name to give you for such a woman in a Navy Yard, ~~you would want to write direct to some woman personnel official in a ship-yard~~ but perhaps the information obtainable from people like Mrs. Elinore Herrick of the Todd Shipyard Corporation (Brooklyn), from Mrs. Mary W. Powell of the Brunswixk Marine Construction Company (Brunswick, Georgia), and from the women's personnel director of the Bath Iron Works in Maine, would be useful. (We could a lso give you names of women personnel officials in aircraft and other war-industry plants, as they have come to our attention.)

Because so few women have taken engineering courses in the universities in the past, it is probably correct to say that there are no women safety engineers (as that term is technically understood), but it is evident that women in personnel positions a re already functioning along the lines of safety-engineer duties, and probably more and more will this be true. I understand the A rmy has a training course under way for women safety inspectors, for all their ordnance plants and particularly for explosives' plants.

I hope this information is useful, and if we can help you any further I shall be glad to have you write me again.

Sincerely yours,

Mary Anderson, Director

Extracts from Women's Bureau reports concerning

Women in Personnel Work

Women's Employment in Artillery Ammunition Plants, 1942.

Some women were working in employment offices as receptionists, and in some cases as interviewers. In one plant it was stated that several women interviewers had had a considerable amount of training and did a specialized type of interviewing...comparatively few women had been taken on to do personnel work with women employees, but in a few instances there was a woman assistant to the personnel director or to the plant official in charge of recreation and welfare. In one plant it was noted that a trained social worker had been engaged as welfare director to give service to all employees... Because of the nature of the industry, some women have specialized duties in enforcing safety regulations concerning the type of clothing that must be worn in the plants and the change-house routine that must be followed. In one plant, for example, the change-house hostess and her assistants inspected the women workers each day to be sure that matches, jewelry, and other forbidden articles were not taken into the explosive areas of the grounds. (pp. 11-12)

Women's Employment in Aircraft Assembly Plants in 1942.

Women counselors as a part of the personnel staff had been appointed in some of the plants to deal with advisory, counseling, and disciplinarian problems of women employees and to serve as a clearing house for special problems and grievances of the women and foremen. In some plants matrons were stationed in rest rooms to prevent loitering and to discuss work problems and advise the girls. These women were not employed in the capacity of maids but more as counseling aides. (p. 13)

During the summer of 1942, the Women's Bureau made a survey of plants manufacturing cannon and small arms, and the report is now at the printer's. The following paragraphs concern women in personnel work:

Employment of Women in the Manufacture of Cannon and Small Arms in 1942.

Most of the plants visited had one or more women handling personnel relations among the factory women and looking after their general welfare. Some worked in conjuction with the employment office, interviewing women applying for factory work, spending time in the plant seeing that the women dressed properly and observed shop rules and regulations, checking wash rooms and locker rooms, and giving counsel on complaints and questions. Others did only interviewing of the applicants, instructing them as to factory procedures, work clothing, safety rules, and assigning the work to which they seemed best fitted, while a matron or forelady stayed in the factory, watching the locker rooms, checking the clothing of the women, and so forth. Those called "foreladies" usually had nothing to do with the selection and hiring of the women, but checked quite closely on their efficiency and progress on the job, watched their conduct in the plant, and saw that safety-clothing measures were observed...

It was considered advisable to have women acting in these capacities because the factory women found it easier to bring their problems to a woman than to a man. Then too, a woman would understand better than a man the extent to which shop morale and harmony can be bolstered by small service-facility appointments and working conditions on the job that may mean a great deal to a woman getting an introduction to plant life, possibly for the first time.

WOMEN'S BUREAU
JAN 5 - 1943
DEPARTMENT OF LABOR

January I, 1943
627 Washington st.
Bremerton, Washington

Mary Anderson,
Director Women's Bureau,
Department of Labor,
Washington, D.C.

Dear Madam,

Would you please be so obliging as to forward this letter to the department from which I can obtain the following information:

I. Personnel Safety Management.

A. What are the various positions available for women?

B. What positions, if any, would ebtail handling only women?

C. What are the pre-requisites for filling these positions?

II. Personnel Management.

A. What are the various positions open for employing women employment executives?

B. What positions if any would entail handling only women?.

C. What are the pre-requisites for filling these positions?

III. Any further information seen fit to enclose by the department.

Respectfully yours

J.R. Fellows
J.R. Fellows
Senior Safety Engineer
Puget Sound Navy Yard

stamps enc.

NAVY DEPARTMENT - 1944

11/17/44

Mrs. Addie B. Bishop
Industrial Relations Division
Building 65
Mare Island Navy Yard
Mare Island, California

50 packages made and sent.

50 copies each:

Bul. No. 155, 161, 164, 192-5, 192-6, 192-7,
Bul. 196 and leaflet, Bul. 200,
Sp. Bul. 1, 18, 19 and 20,
Educating Women for Safety and Health,
Summary of State Labor Laws for Women, (Mimeo)
Women Workers in Two Wars,
Suggested Standards for Union Contfact Provisions
Affecting Women,
Occupations of Women (1940 Chart)
List of War Publications

Sent direct
11/21/44

Files

November 17, 1944

Mrs. Addie B. Bishop
Industrial Relations Division
Building 65
Mare Island Navy Yard
Mare Island, California

Dear Mrs. Bishop:

It was such a great pleasure to see you the other evening, and to talk about the women at the Mare Island Navy Yard. It practically made me homesick for the Yard; you know how much I enjoyed working there. I am particularly impressed with the job of reorganization you have done on the coordinators' program, and hope very much you will get it down in black and white so that we can have a permanent record of a very significant pioneering job in the field.

Your account of the women coordinators' group in the Bay Area also interests me immensely, as we are always particularly glad to get information about such developments. As I told you, I believe very strongly that these women can do a lot to help integrate women into the jobs in industry; and one of the things that contribute most to this help is an understanding on their part of the part women have always taken and are now taking in the labor market.

There is some tendency to think of the influx of women into industry during this war period as an unusual thing, especially when you are working in industries in which women are new. But we must not forget that there are other industries in which women have always worked--such as the manufacture of textiles and clothing; canneries and other food processing; shoe and glove manufacturing; service trades such as laundries, restaurants, hotels, and so on; electrical assembly (in which women have worked in large numbers since the last war); and others. In these industries the integrating of women has long been accomplished; they have been accepted by men, and have gone into many supervisory jobs, as forewomen. This all goes to show us, I think, that it is a mistake to think of women workers in industry as at all unusual; and if we can transfer to the newer women-employing groups some of the long years of experience of the older ones, it might help to solve some of the difficulties. The extent of ~~xxxxx~~ employment of women varies, of course, from region to region; in some areas women have been on machine work of many kinds for decades.

You probably know that before the defense program was very far along, according to the 1940 Census, there were about 12 million women working or looking for work; and that the normal upward trend of the employment of women would make us expect an increase in that number regardless of the special addition of women coming in to do war work who might not otherwise be working. In other words, the employment of women neither begins nor ends with the war, and we must think of their problems as needing thought in terms of long-time continuing activity.

That is one reason why I think that we must put emphasis on the women in industry as workers, not as women. Only to the extent that their problems are different from men's (and they are, to some degree) should sex differences be emphasized. In those places where women have a record of long years of employment, they and their employers both have recognized their mutual responsibilities and opportunities, and have built up their labor relations in exactly the same way men employees do.

There are a number of studies that have been and are being made by the Women's Bureau that I think your group would like to know about, as they deal with various aspects of the employment of women. Among them, and probably of particular interest to you, is the current work under the director of our Research Division, Miss Pidgeon, on postwar needs and opportunities. I am sending you under separate cover, as you requested, 50 copies each of the following studies for distribution to the women in your Bay Area organization:

Bulletin
155 - Women in the United States
161 - Women at Work
164 - Women in Industry (A Series of Papers to Aid Study Groups)
192-5 Women's Employment in the Making of Steel
-6 Employing Women in Shipyards
-7 Women's Employment in Foundries
196 - "Equal Pay" for Women in War Industries
Progress Report, May 1944 (Leaflet)
200 - British Policies and Methods in Employing Women in Wartime

Special Bulletin
1 - Effective Industrial Use of Women in the Defense Program
18 -- A Preview as to Women Workers in Transition from War to Peace
19 - The Industrial Nurse and the Woman Worker
20 - Changes in Women's Employment During the War

Educating Women Workers for Health and Safety (Mimeo.)
Summary of State Labor Laws for Women (Mimeo.)
Women Workers in Two Wars (Reprint)
Union Contract Provisions Affecting Women, Suggested Standards (Leaflet)
Occupations of Women, 1940 and Marital Status of Employed Women, 1940 (Chart)
A Chart indicating extent to which the women at work in the war period formerly were employed, have shifted to new occupations, or have come into the labor force from home or school.

I am also sending a list of our publications, in which you might find other titles that would be of use to them. Three of these bulletins, Nos. 155, 161, and 164, are some years old; but I am sending them because I think they will furnish very useful background material for an understanding of the basic problems of the employment of women in industry. I should be very interested to know the reaction that your group has to these materials. Ifthere is anything further I can do, please be sure to let me know.

With best wishes for the group, and warm personal greetings to you, I am

Very sincerely yours,

Jennie Mohr,
Associate Industrial Economist

JM/ml

IN REPLY KINDLY ADDRESS
"NAVAL AMMUNITION DEPOT"
NOT THE SIGNER BY NAME
SERIAL NO. ____________

NAVAL AMMUNITION DEPOT
HASTINGS, NEBRASKA

[illegible]

Navy

'S BUREAU.
1944
MENT OF LA

November, 16, 1944

U. S. Department of Labor
Women's Bureau
Washington, D. C.

material sent by [illegible]

Dear Sir;

I received the publications regarding the woman counselor in war industries and they have been a great help to me. I also received some very fine helps from Miss Louise Moore.

I am sorry not have thanked you sooner for these but my new job here at the Naval Ammunition Depot at Hastings, Nebr. really keeps me quite busy.

If you have any other helps that you feel that I could use will you please send them to me. I will pass them on to the other counselor on Shift # 1.

Sincerely,

Fern C. Rickard
747 North St. Joe
Hastings, Nebraska

Please check to see if she got any of our special pamphlets other than counselor — 4 [illegible] Sp. 14. 10. 192-3, 2, 3, 4, 5, 6. [illegible]

Sent 11/23/44

WOMEN'S BUREAU.
NOV 18 1944
DEPARTMENT OF LABOR

Navy Dept

September 1, 1944

Miss Ellen E. Kearns
Personnel Assistant
U. S. Navy Yard
Boston, Mass.

Dear Miss Kearns:

The Women's Bureau does not have films on the subject of safety clothing for women in industry. However, the Safety Office, Division of Shore Establishments, of the Navy Department , Washington, D. C. does have a number of one-minute 16 mm. film on the various safety subjects, including one on clothing for women and one on shoes. If you write to Mr. E. Landry, of that office, you will probably be able to get the use of the films. The National Safety Council also has a number of sound slide films including one entitled "Women and Machines."

Sincerely yours,

JM:pao

Frieda S. Miller, Director

8/10

9 Navy

NAVY DEPARTMENT

WASHINGTON 25, D. C.

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

WOMEN'S BUREAU
AUG 9 1944
DEPARTMENT OF LABOR

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Total	652,468	469,069	183,399	36,814	5.6 %
Total Field	633,147	463,786	169,361	36,270	5.7
Navy Yards and Drydocks	343,715	283,299	60,416	18,023	5.2
Naval Air Stations	72,374	47,683	24,691	4,576	6.3
Procurement Activities	87,073	48,306	38,767	5,442	6.3
Ordnance Activities	54,990	38,528	16,462	3,081	5.6
Naval Operating Bases	9,461	7,024	2,437	686	7.2
Personnel Activities	21,539	11,392	10,147	1,338	6.3
Hospital Activities	9,041	4,167	4,880	730	8.1
Marine Corps (Field)	16,654	9,980	6,674	1,566	9.5
Coast Guard (Field)	5,800	4,797	1,003	207	3.6
All Other Field Activities	12,494	9,610	3,884	621	5.4
Total Dept'l(Washington,D.C.)	19,321	5,283	* 14,038	544	2.9

The Navy Department will be glad to furnish you with any further information which you may need.

Sincerely yours,

F. G. Crisp

F. G. CRISP
Rear Admiral, USN
Director, Division of Shore
Establishments and Civilian
Personnel

*(our assumption) 7M/SS

91 Navy

ADDRESS REPLY TO
DIVISION OF SHORE ESTABLISHMENTS
AND CIVILIAN PERSONNEL

AND REFER TO

SECP:143.6:BMcB

NAVY DEPARTMENT
WASHINGTON 25, D. C.

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

WOMEN'S BUREAU
AUG 9 1944
DEPARTMENT OF LABOR

7 August 1944

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor

Dear Miss Anderson:

Referring to your letter of 23 June 1944, there is attached herewith a table showing separations of men and women in navy yards and drydocks during May 1944. The higher separation rate among women may be affected by tenure of women employment and lower pay for women. On the other hand, the inclusion of women white-collar workers, whose separation rate is comparatively low, has a tendency to lower the separation rate for all women.

The Department has not assembled such date for other activities, but the following table will give you some idea of the female employment and the total separation rate for each type of activity of the naval shore establishments in the continental U. S. during May 1944:

Activity	Total Personnel	Men	Women	Number of Separations	Separation Rate
Total	652,468	469,069	183,399	36,814	5.6 %
Total Field	633,147	463,786	169,361	36,270	5.7
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Sincerely yours,

F. G. Crisp

F. G. CRISP
Rear Admiral, USN
Director, Division of Shore
Establishments and Civilian
Personnel

*(our assumption) 7M/SS

CIVILIAN PERSONNEL AND SEPARATIONS AT NAVY YARDS AND DRYDOCKS (By Sex)

May 1944

Yard	Personnel			Number of Separations			Separation Rate		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Total	343,715	283,299	60,416	18,023	13,965	4,058	5.2	4.9	6.7
Portsmouth	19,690	16,178	3,512	469	355	114	2.4	2.2	3.2
Boston	43,291	35,389	7,902	1,889	1,341	548	4.3	3.8	6.9
New York	67,671	59,795	7,876	2,478	2,160	318	3.7	3.6	4.0
Philadelphia	43,576	36,301	7,275	1,973	1,681	292	4.5	4.6	4.0
Washington	21,946	16,399	5,547	978	599	379	4.5	3.7	6.8
Norfolk	38,907	32,576	6,331	2,544	2,084	460	6.5	6.4	7.3
Charleston	25,208	20,203	5,005	1,909	1,541	368	7.6	7.6	7.4
Mare Island	34,436	26,360	8,076	2,187	1,533	654	6.3	5.8	8.1
Puget Sound	30,072	24,944	5,128	2,315	1,710	605	7.8	6.9	11.8
Naval Drydock Terminal Island	8,596	6,512	2,084	547	372	175	6.5	5.7	8.4
Naval Drydock Hunter's Point	10,322	8,642	1,680	734	589	145	7.2	6.8	6.7

Files

June 23, 1944

Rear Admiral F. G. Crisp
Director of Shore Establishments and
Civilian Personnel
Office of the Assistant Secretary
Room 2028 Navy Department
Washington 25, D. C.

My dear Admiral Crisp:

The Women's Bureau is very much interested in turnover among women workers. I am writing to ask if your office has assembled any data concerning relative turnover of men and women and the actual extent of turnover in Naval establishments where women are employed. If you have assembled such data, I would appreciate it very much if they could be made available to the Women's Bureau. We would find them extremely helpful in our work.

I recall with great appreciation your cooperation with the Women's Bureau when our agents were making a survey of the Mare Island Navy Yard in the Spring of 1943.

Sincerely yours,

Mary Anderson, Director

MA:IS

August 10, 1944

Rear Admiral F. G. Crisp
Director, Division of Shore Establishments
and Civilian Personnel
Navy Department
Washington 25, D. C.

Dear Admiral Crisp:

Your letter to Miss Anderson, giving separation figures for men and women in navy yards and drydocks, has just come to my attention.

The Women's Bureau is deeply appreciative of your making this information available, since all knowledge of experience bearing specifically on the work of women is useful in helping us more clearly to face the questions that are bound to rise regarding their place in the labor market in the post-war period.

Thank you for saying that we may call on you for further information. I shall count it a privilege to call on you when we have occasion to look further into such situations as this one.

Sincerely yours,

Frieda S. Miller
Acting Director

FM:IS

✓

NAVY DEPARTMENT
Washington 25, D. C.

SECP:143.6:RMcB

August 7, 1944

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

Referring to your letter of 23 June 1944, there is attached herewith a table showing separations of men and women in navy yards and drydocks during May 1944. The higher separation rate among women may be affected by tenure of women employment and lower pay for women. On the other hand, the inclusion of women white-collar workers, whose separation rate is comparatively low, has a tendency to lower the separation rate for all women.

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Total Dept'l (Wash., D. C.)	19,321	5,283	14,038	544	2.9%

The Navy Department will be glad to furnish you with any further information which you may need.

Sincerely yours,

(Signed) F. A. Crisp

F. A. Crisp, Rear Admiral, USN
Director, Division of Shore
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File

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June 23, 1944

Rear Admiral F. G. Crisp
Director of Shore Establishments and
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Office of the Assistant Secretary
Room 2028 Navy Department
Washington 25, D. C.

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Sincerely yours,

Mary Anderson, Director

MA:IS

Navy

May 30, 1944

Safety Branch
Navy Department
Room 1210
Temproary Bldg. 2
19th & D Streets
Washington, D. C.

Gentlemen:

The Women's Bureau is particularly interested to obtain data on accidents to women, as part of our program of research on health and safety problems of women workers. We understand that you have records of such accidents, and are considering the preparation of tabulations with various breakdowns.

There are a number of specific types of breakdowns of accident data which we should like very much to obtain. I wonder if you are planning to make any of these and, if so, whether we could obtain copies of your tables, preferably on a monthly basis if that is the way you run them. The tabulations we should like to have are as follows:

Accident by age and type of accident
By type of accident and agency
Type of accident and occupation
Unsafe act and types of accident
Age and extent or duration of injury

If these breakdowns are not available, could you let us know whether others are? We should greatly appreciate any material on the subject that you could send us.

Yours sincerely,

Mary Anderson, Director

JM:ml

ADDRESS REPLY TO
DIVISION OF SHORE ESTABLISHMENTS
AND CIVILIAN PERSONNEL

AND REFER TO

NAVY DEPARTMENT
WASHINGTON 25, D. C.

~~[illegible]~~

FOR VICTORY
BUY
UNITED
STATES
WAR
BONDS
AND
STAMPS

WOMEN'S BUREAU

Miss Stitt

SECP:523:mh
27 MAY 1944

Miss Mary Anderson, Director
Women's Bureau, Department of Labor
Washington, D. C.

Dear Miss Anderson:

Reference is made to your letter, with enclosure, of April 26, 1944, relative to the hours of employment of women in the Naval Supply Depot, Norfolk, Virginia.

Information regarding this matter was requested from the Supply Officer in Command of the U. S. Naval Supply Depot, Norfolk, Virginia, who states that that activity recognizes and concurs in the principle of a minimum 48-hour week, eight-hour day, and six-day week for women employees and has exceeded these hours only when the necessities of war work made it imperative. Norfolk is a manpower shortage district and it is almost impossible to obtain personnel, male or female, to carry on vital war work. For that reason, in emergencies (and it must be stated that these emergencies are becoming more frequent) female employees are, and will have to be asked to work longer than the 48 hour ideal. As in the past, every effort will be made to keep such overtime employment to a minimum.

The Department is fully cognizant of the need for maintaining the health and morale of its employees, and you are assured that these factors are given paramount consideration in requiring longer hours of work. As you are no doubt aware, in consonance with the Department's recommendation, a number of Naval establishments have adopted the 54-hour work week where the need for variation in hours of work was recognized as necessary to meet increased production demands. However, when work loads shift and manpower difficulties become less acute, the Department's policy would be to promptly return to the 48-hour week.

Sincerely yours,

F. G. Crisp

F. G. CRISP
Rear Admiral, USN
Director, Division of
Shore Establishments
and Civilian Personnel

Navy

April 26, 1944

Rear Admiral Frederick G. Crisp, Director
Division of Shore Establishments and Civilian
  Personnel
Office of the Assistant Secretary of the Navy
Washington, D. C.

My dear Admiral Crisp:

The Women's Bureau has received complaints about the long hours which women are required to work in the Navy Supply Depot (Stores Division), N. O. B., Norfolk, Virginia. According to our information, these women are required to work 66 hours and 7 days a week. Except on Saturday and Sunday when their hours are 8, these women are required to work 10 hours a day.

The Virginia State Department of Labor and Industry has been appealed to in this case, but, as you know, State hour laws do not apply to Government owned and operated depots, and there are no national hour laws applicable to Federal plants.

You, of course, are familiar with the joint recommendations of the Departments of Labor, War, Navy, Commerce, Maritime Commission, Public Health Service, War Manpower Commission, and War Production Board concerning the maintenance of the 48-hour week, 8-hour day, and 6-day week in private war plants, except in cases of extreme and unusual emergencies. It is our understanding that it is the policy of the Navy Department to maintain similar standards for women employees at naval bases.

Our experience in the Women's Bureau convinces us that the health of women workers is undermined by hours as long as those reported at the Norfolk Naval Supply Depot. I am wondering if something cannot be done to adjust the hours of employment of these women so that they will conform with the standards which we have jointly recommended. I will appreciate very much if that can be done, and I hope that I may hear from you concerning this case.

Sincerely yours,

Mary Anderson, Director

Inclosure
[illegible]

COMMONWEALTH OF VIRGINIA

JOHN HOPKINS HALL, JR.
COMMISSIONER

DEPARTMENT OF LABOR AND INDUSTRY

RICHMOND

WOMEN'S BUREAU
APR 10 [illegible]
DEPARTMENT OF LABOR

April 8, 1944

Miss Mary Anderson,
Director, Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

We have received several complaints from women employees of the Naval Supply Depot (Stores Division) N. O. B. Norfolk, Va., that they have been required to work 66 hours - 7 days a week, 10 hrs. per day through Friday, 8 hrs. on Saturday and Sunday, with no provision for a day of rest.

We would like to have your suggestion as to procedure that could be used in attempting to secure compliance with the State hour law for civilian personnel by the Naval Depot to which reference is made.

We have a copy of a memorandum issued February 15, 1944 by the Command of Lt. General Somervell, Subject: Compliance with State labor laws by government owned privately operated installations. We do not have any information concerning the policy of the Navy Department in regard to compliance with State labor laws. If you have anything that may be of help to us in connection with this, we shall greatly appreciate your assistance.

With best wishes, I am

Yours very truly,

Rose McMahon

(Mrs.) Rose McMahon, Director
Division of Women & Children.

RM/ae

Rear Admiral Frederick G. Crisp
Director, Division of Shore Establishments and Civilian Personnel
Office of the Assistant Secretary of the Navy
Washington DC

Miss Anderson and Miss Nienburg May 16, 1944

Jennie Mohr

Visit to the Brooklyn Navy Yard

At the request of Mrs. Victoria Kerwin, woman personnel assistant in the Industrial Relations Division, whom I had met at the American Standards Association meeting, I visited the Brooklyn Navy Yard on Saturday, May 13th.

I talked to the following individuals: Commander Hubble, Head of Personnel; Lt. Miller and Lt. French, in the Office of the Superintendent of Production; Mrs. Kerwin and Miss Nelson, working under Lt. French; Mr. Patternoster, Master of the Electrical Shop; and Mr. Fuller of the Shipfitters' Shop.

This seemed to be a very auspicious moment to have visited the Yard because they are just beginning to put women on ships and had a lot of questions and some ideas, some of which I thought were not very suitable. Main comments concerning the visit are as follows:

I - There is, as is frequently the case, a feud between the Personnel and the Production Departments which makes cooperation between them difficult. Lt. French, in the Office of the Superintendent of Production, has put Miss Nelson into a job which parallels and competes with Mrs. Kerwin's job as woman personnel assistant. They are both working on surveys (presumably but not actually together) to find out what further jobs women can be put on, as the Yard expects to increase considerably its employment of women. The list of jobs women are doing in other shipyards, which was sent to them from the Women's Bureau, has proved to be invaluable as a guide, and also in breaking down some of the resistance to the employment of women in many places. However, I felt that neither of the two women now considering this problem is sufficiently informed to do a very good piece of work on job classifications or analysis.

II - They are just beginning to put women on ships. I believe there are now only 5 working on ships. An indication of the lack of understanding is shown by the fact that Miss Nelson, a pleasant and naive girl, probably very recently graduated from college, made the proposal which was being seriously considered of having a separate gangplank for the women working on shipboard. Her reason was that she had watched the men coming off at the end of the shift and thought they were very pushing and dirty, and was shocked at the idea of women being pushed around by them. I said that I thought if they are going to build a separate gangplank for women they probably would not be able to have good integration of the women on the job. The women would be considered apart from the others and not able to hold their own. I also said that women elsewhere were finding themselves perfectly capable of getting on and off the same gangplank with everyone else and the fewer false distinctions there were made the better.

III - Commander Hubble told me that the machine operators' classification, intermediate between helpers and machinists, was ~~only~~ already in use in the Machine Shop and a similar classification, called by various names, was about to be put into 5 other shops: Electrical, Shipfitting, Sheet Metal, Pipe, and Optical.

IV - I talked with Lt. French and Lt. Miller, the latter being in charge of the training program, about the advisability of having meetings of the lowel levels of supervisors such as leadmen, quartermen, and perhaps foremen, to discuss the introduction of women into the Yards especially on new jobs, and to help them to understand the supervision and training of women. They seemed to take to this idea and I believe it probably will be followed out.

V - There seems to be no very satisfactory placement interview technique. Miss Nelson, who has had a couple of courses in psychological testing, is looking about for mechanical aptitude tests to be introduced, seemed to think that these tests would be an adequate substitute for placement interviews. I suggested that although the tests were frequently very useful and desirable, they should be used as supplementing the interviews and not as a substitute for it, and that if they were used it was very important that the persons handling them should be qualified to interpret and evaluate them.

VI - I visited the ~~shop~~ store which Mrs. Kerwin runs, in which safety clothing is sold to women. They have a large and varied supply of good coveralls, dungarees, blouses, jackets, and caps. Mrs. Kerwin has done a pretty good job on getting the women to wear the proper clothing, and the appearance of most of them in the Yard was very satisfactory. They also have gone out for safety shoes, which are sold in the shoe store in the Yard adjoining this clothing shop. It is interesting that safety shoes are mandatory for the women but not for the men.

VII - I visited the Electrical Shop and talked to its Master, Mr. Patternoster. This is the Shop in which they are expecting to put women onto a great variety of jobs, and from which they are going to place women on the ships. Mr. Patternoster seemed to be especially interested in the utilization of women and to have a very responsive attitude towards them. Mrs. Kerwin says this is much truer of him than of most of the Masters.

cc to Miss Nienburg

JM:ml

May 8, 1944

Mrs. Victoria Kerwin
Woman Personnel Assistant
Industrial Relations Division
Building 152
Nav Dept New York Navy Yard
Brooklyn, New York

Dear Mrs. Kerwin:

I am glad you find our preliminary material on the shipbuilding survey useful. The finished bulletin will be out before long I believe.

I am planning to come up to New York for a couple of days this week, partly to attend a American Standards Association meeting. I should like very much to visit you at the Yard if that can be arranged. I expect to be in town on Wednesday and shall telephone you when I come.

Looking forward to seeing you again,

Yours sincerely,

Jennie Mohr,
Associate Industrial Economist

JM:ml

Files ~~*State*~~ *Navy*

ADDRESS REPLY TO
DIVISION OF SHORE ESTABLISHMENTS
AND CIVILIAN PERSONNEL

AND REFER TO

NAVY DEPARTMENT
WASHINGTON 25, D. C.

FOR VICTORY BUY UNITED STATES WAR BONDS AND STAMPS

.SECP:523:lmm

3 MAY 1944

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Miss Mary Anderson,
Director, Women's Bureau,
Department of Labor,
Washington, D. C.

Dear Miss Anderson:

Receipt is acknowledged of your letter, with enclosure, of April 26, 1944, relative to the hours of employment of women in the Naval Supply Depot, Norfolk, Virginia.

The Supply Officer in Command of the U. S. Naval Supply Depot, Norfolk, Virginia, has been requested to furnish information regarding this matter and, upon receipt, the Department will be pleased to advise you further.

Sincerely yours,

GMKeller

G. M. KELLER
Captain, USNR
Head, Labor Relations and
Employee Services Branch
Division of Shore Establishments
and Civilian Personnel

DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON 25

April 6, 1944

Women's Bureau
Department of Labor
Washington, D. C.

Dear Sir:

A communication from Lieut. Francis X. McCarthy, District Civilian Personnel Office, duPont Building, Room 730, Miami, Florida,

is referred to your office for further consideration and appropriate action, and the writer

☒ has been advised.
☐ has not been advised.

Very truly yours,

AFHinrichs
A. F. Hinrichs
Acting Commissioner of Labor Statistics

☒ letter attached. (Copy)
☐ portion of letter referred for attention.

A copy of our reply is also attached for your information.

Navy

no answer to
this – he wrote
us direct.

DISTRICT CIVILIAN PERSONNEL OFFICE
duPont Building, Room 730
Miami, Florida

FXM/jrf

21 March 1944

From: District Civilian Personnel Office,
duPont Building, Room 730,
Miami, Florida.
To: Bureau of Vital Statistics,
U. S. Department of Labor,
Washington, D. C.

Subj: Uses of Women in Industry.

1. This office of the Navy Department has the obligation of advising Navy contractors on all problems of manpower including the uses of women in industry.

2. In order to advise our many contractors and in particular the Tampa Shipbuilding Company, Inc., (ships) and the Food Machinery Corporation (landing tanks); we wish to request that you would forward a list of readings and studies of experience in the use of women during 1942 and 1943.

3. I am particularly interested in such articles as appeared in Wings for February 1944 (Experience with women at Republic Aviation Corporation); in the U. S. Employment Service bulletin (Occupations Suitable for Women, February 1944); in the article Employment of Women in Shipyards, prepared by Eleanor W. Kennedy, December 1942, in U. S. Department of Labor releases such as that of 1 November 1943 on uses of women as welders; in such booklets as Women in War Industries (Princeton University), and other such pamphlets and studies.

4. In addition to such a bibliography would you kindly forward one copy of as many of these articles as you can.

5. Such a bibliography would be of immense help to this office and to our contractors now that the manpower is becoming much more scarce.

6. In replying would you please address the letter to the Miami, Florida office to the attention of the undersigned. Would you kindly place me on your mailing list for all such booklets on Womenpower and Manpower.

Francis X. McCarthy,
Lt. (jg) U.S.N.R.
By Direction

April 6, 1944

Lieut. Francis X. McCarthy
District Civilian Personnel Office
duPont Building, Room 730
Miami, Florida

Dear Mr. McCarthy:

In response to your letter of March 21, we are enclosing a selected list of material published by the Bureau of Labor Statistics in recent years (Bulletin 747). Material on the subject of women in industry is listed on pages 31 to 33.

We are also enclosing a copy of one of the reports to which you refer, "Employment of Women in Shipyards", and our latest release on "Employment of Women in Manufacturing Industries" and three reprints from our Monthly Labor Review dealing with women workers which may interest you. Releases issued in the future on employment of women in manufacturing industries, similar to that enclosed, will be sent to you as they become available.

A sample copy of the Monthly Labor Review is included to give you an idea of the range of material presented in this periodical. Most of the Bureau's original studies are published in the Review in either summary or final form, and much of the material we publish on the subject of women in industry appears in this publication, as you will note from Bulletin 747. The Review is available for general circulation on a subscription basis, but a limited free mailing list is maintained for official use. We cannot place the names of individuals on this restricted list, but we shall be glad to list your office for the Review, if it is not being received at this time.

Original investigations of matters pertaining to woman workers only, conducted by the Department of Labor, are made by the Women's Bureau, and we are referring your letter to that office for further attention. We are also sending a copy to the War Manpower Commission for such material bearing on your request as they may be able to supply.

Do not hesitate to call on us whenever we can be of further service.

Very truly yours,

A. F. Hinrichs
Acting Commissioner of Labor Statistics

Enclosures
C&I
CB

March 10, 1944

Lt. Commander T. F. Oldfield
Vocational Training Officer
U. S. Navy Yard
Portsmouth, New Hampshire

My dear Commander Oldfield:

A letter from our representative, Frances W. Valentine, who is temporarily in San Francisco asks that we send you literature concerning Woman Counselors. We have published this brief bulletin which indicates the practices that have proved most effective in new women-employing war industries. Since our visit to shipyards, a description of which is contined in the last few pages of this bulletin, much improvement has been brought about in what shipyards call The Women Coordinator System.

A report is just in from the Moore Dry Dock Company illustrating the effect of preliminary training and orientation before women are assigned to the more strenuous shipyard jobs. They have set up a training period under the public school system. Women unsuited to the work leave before this training period is completed. Consequently, the turnover in the shops has been greatly reduced.

Miss Valentine will return to New England in May. In her absence we will be glad to assist you further upon request.

Sincerely,

Bertha M. Nienburg,
Assistant Director

Enclosed a copy of the Woman Counselor Bulletin

BMN:LW

WOMEN'S BUREAU
MAR [illegible]
DEPARTMENT OF LABOR

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
~~WASHINGTON 25~~

February 29, 1944
San Francisco, California

Miss Mary Anderson
Women's Bureau
Department of Labor
Washington D.C.

My Dear Miss Anderson:

A letter from Commander Oldfield of the Portsmouth Navy Yard asking if I could send him any information or literature that will be of value to a new Woman Counselor, a Lieutenant of the Waves, who has a set-up ~~and~~ with four Civilian Women Coordinator's who are working toward a greater utilization of women in the shops and on board boats. I would be very glad if any literature that the Bureau has relating to such work could be sent to Lieutenant Commander T.F. Oldfield, Vocational Training Officer, U.S. Navy Yard, Portsmouth New Hampshire.

Sincerely,

Frances W Valentine

Frances W. Valentine

Files Navy

March 6, 1945

Mrs. Irene C. Gooley
Employee Counsellor
Bureau of Naval Personnel
Arlington Navy Annex, Room 2021
Washington 25, D. C.

My dear Mrs. Gooley:

In response to your telephone request this morning, I am inclosing herewith the budget of the District of Columbia Minimum Wage Board, revised as of September, 1944.

Sincerely yours,

Frieda S. Miller, Director

Inclosure
FSM:AA:MMG

February 23, 1944

Lieut. Comdr. T. F. Oldfield, USNR
Vocational Training Officer
U.S. Navy Yard
Portsmouth, New Hampshire

My dear Commander. Oldfield,

In reply to your inquiry of February 18th, the Navy Yard described in our pamphlet on women counselors, on page 12, is Mare Island, and I believe your Navy Yard has a copy of our complete report on Mare Island; it was our understanding that our survey of women's employment there had been mimeographed by the Navy Department and sent to all shore establishments.

The two positions described on page 11 will be found discussed in the Navy Department's Circular letter of May 19, 1943 (SOSED-4-NGL) on "Establishment of Positions of 'Personnel Assistants' for Women Shop Employees in Naval Shore Establishments," and I trust you will find this available in your Navy Yard; I regret we do not have an extra copy to include with this letter.

Sincerely yours,

Mary Anderson, Director

rfn

IN REPLY ADDRESS
VOCATIONAL TRAINING OFFICER,
NAVY YARD, PORTSMOUTH, N. H.

VOCATIONAL TRAINING OFFICE,
U. S. NAVY YARD,
Portsmouth, N. H.

WOMEN'S BUREAU
FEB 19 1944
DEPARTMENT OF LABOR

PEH

February 18, 1944

Rec'd 2/22
[illegible]

U. S. Department of Labor
Women's Bureau
Washington, D. C.

Gentlemen:

We would like to know if more information can be supplied about the Navy Yard which is described in your booklet entitled "THE WOMAN COUNSELOR IN WAR INDUSTRIES, An Effective System", beginning with the last paragraph on page 12.

Mare Island

Are the two positions described on page 11 U. S. Civil Service positions and what are the four grades referred to with the amount paid for each grade?

Any information concerning an effective program used by Women Counselors in Navy Yards would be most helpful.

Very truly yours,

T. F. Oldfield

T. F. OLDFIELD
Lieut. Comdr. USNR
Vocational Training Officer

Files

Navy

February 23, 1944

Commander Homer H. Sherrill
U. S. N. R., 12th Naval District
1095 Market Street
San Francisco, California

My dear Commander Sherrill:

I believe our regional representative on the coast, Margaret Kay Anderson, has conferred with you concerning problems dealing with the utilization of women in establishments under your command. Miss Anderson with her assistants made intensive surveys of conditions requiring adjustment at Mare Island, at the Pudget Sound Yard, and later at the U. S. Naval Air Station in San Diego. From the letters received from the Commander in Charge of Industrial Relations in these yards, I believe the recommendations made by our representatives have been most helpful to them.

At the present time we have had to call Miss Anderson to the Middle West to initiate a study in the General Motors Plants. Her assistant, Mary Alice Webb, will continue to carry on the work in the San Francisco Area. Because of the many problems involved in the employment of women in the docks and warehouses, we are asking Mrs. Webb to get in touch with you in order to set up the proper relationship with the harbor officials. Mrs. Webb is a person with practical experience. We feel sure she will be helpful to the several groups operating on the waterfront.

With much appreciation for your cooperative and forward-looking attitude.

Sincerely yours,

Mary Anderson, Director

BMN:LW

Copy was sent to Mrs. Webb.

Navy Dept

Return to Miss Anderson, Women's Bureau

February 17, 1944.

The Honorable Frank Knox
The Secretary of the Navy
Navy Department
Washington, D. C.

Attention: Director of Civilian Personnel

My dear Mr. Secretary:

I have just received from Congressman Paul Stewart, Third District of Oklahoma, the inclosed letter from Miss Mary Crye, General Delivery, McAlester, Oklahoma, in which she complains about her inability to secure suitable employment at the United States Naval Depot at McAlester. As this is a matter that relates to your Department, I am sending the letter to you, and have informed Congressman Stewart of this referral.

I will appreciate very much any information that you can give Congressman Stewart concerning this complaint.

Sincerely yours,

SIGNED

Inclosure
[illegible]

MAILED February 17, 1944.
(Date)

Return to Mary Anderson, Women's Bureau

Honorable Paul Stewart
House of Representatives
Washington, D. C.

My dear Congressman Stewart:

I have just received the letter which you forwarded to me, addressed to you by Miss Mary Crye, General Delivery, McAlester, Oklahoma, in which she complains about her failure to secure suitable employment at the United States Naval Depot at McAlester. As you know, the Navy Department is responsible for all employment of civilian personnel at Naval Depots. I have, therefore, forwarded your letter to the Secretary of the Navy with a request that he give the matter his careful attention. I am sure that you will receive a prompt reply from him.

Sincerely yours,

SIGNED

MA:LS:MMC

MAILED ______________
(Date)

To Files

Navy

In reply refer to..............................

OFFICE OF THE COMMANDANT

UNITED STATES NAVY YARD
CHARLESTON, S. C.

JJ55/P2-4 (T-3)   Wd

1[illegible] FEB 1944

Dorothy K. Newman, Assoc. Economic Analyst
U. S. Department of Labor
Women's Bureau
Washington (25) D. C.

Dear Miss Newman:

Reference is made to your letter of 21 January 1944 in which you requested information concerning the development of safe but comfortable work garments for women welders to wear during the summer months. You are naturally aware that women welders must at all times be protected from the possibility of being burned from hot slag, etc., and if any part of a welder's protective wearing apparel is not used, the employee is then exposed to the dangers mentioned above.

Women welders in this Yard are furnished with leather welding apparel purchased from a company which manufactures garments that conform to Navy specifications. Up to the present time no uniform, which affords protection as well as comfort in the summer months, has been obtained for use that meets the necessary specifications as set forth by the Navy Department.

Enclosed is a copy of a local directive issued concerning wearing apparel for all women workers of this Yard that might be of assistance to you. In the event that any further information is desired, this Yard will render the assistance requested that might aid you in your research work of this subject.

JULES JAMES

J S Patterson
J. S. PATTERSON
Lieut. Commander, USNR
Personnel Relations Officer

OFFICE OF THE COMMANDANT
UNITED STATES NAVY YARD
CHARLESTON, S. C.

ON2/A7-1/JJ55/P2-4 Wd

(C)(P)(Q)(N-3-11)(T-3)

2 February 1944

COMMANDANT'S ORDER NO. 13-44.

Subject: Wearing Apparel and Protective Equipment for Female Employees

Reference: (a) Commandant's Order No. 45-42, dated 6 April 1942.
(b) Production Division Memorandum No. 13-43, dated 3 December 1943.

1. This order cancels and supersedes references (a) and (b).

2. An employee spared an injury, is spared unnecessary suffering and possible future handicap. So from the standpoint of the individual, advice and warning regarding safe apparel are appropriate. An injury avoided, spares the Yard the loss of an employee's services.

3. Therefore, it is necessary to require that all female employees assigned to duties related to mechanical or semi-mechanical activities within the Navy Yard clothe themselves with safe wearing apparel. Suitably safe wearing apparel and the circumstances under which it must be worn are as follows:

(a) Outer garments designed to avoid the possibility of their entanglement in moving machinery must be worn. Coveralls, trousers, slacks (of strong medium-weight material such as denim or equivalent) without cuffs shall be worn while at work. The blouse or shirt, if full length, must be provided with close fitting sleeves buttoned at the wrist. If blouse is short sleeved, there must be no reinforced hem. Skirts, loose or rolled-up sleeves, ties, flounces, frills, lapels, trouser cuffs, loose sweaters or similar garments which readily entangle in moving equipment or catch on protruding objects shall not be worn. All clothing must be kept in sufficiently good condition to assure its effectiveness.

(b) Head protection adequate to confine the hair (to preclude its possibility of entanglement in machinery and to protect it from burning) must be worn at all times. Exposed tufts of hair, curls, etc., demonstrate that the covering is not adequate. The hair covering (whether Navy issue or its equivalent) must be worn so as to completely cover all of the hair (including front locks and curls) with a snug, but not tight fit. This covering must be worn by all female employees, regardless of craft, whose work requires them to perform, or be in the vicinity of welding and burning operations or moving machinery. Loose hair coverings such as hair nets, do not provide ample protection and are, therefore, not considered adequate for use in the Yard.

OVER

ON2/A7-1/JJ55/P2-4 Wd

(C)(P)(C)(N-3-11)(T-3) 2 February 1944

COMMANDANT'S ORDER NO. 13-44.

Subject: Wearing Apparel and Protective equipment for Female Employees

- -

JULES JAMES

F.H. Kenan
F. H. KENAN,
Lieutenant (jg) USNR
Aide to the Commandant

Distribution "B"
Each Shop Master (25)
Safety Engineer (550)
All female employees
Personnel Relations Officer
(for new female employees) 1000

J.C.S

Files

Navy

February 10, 1944

Captain Ricco Botta
Assembly and Repair Officer
U. S. Naval Air Station
San Diego, California

My dear Captain Botta:

Enclosed herewith is a copy of Margaret Kay Anderson's Survey of Turnover and Women's Employment at the U. S. Naval Air Station.

We hope the recommendations may be helpful to you and that some of your turnover problems may cease to exist. With appreciation of your courtesies to our staff members.

Sincerely,

Mary Anderson, Director

Enclosure

BMN:LW

File

February 10, 1944

Captain Francis P. Traynor
District Civilian Personnel Officer
11th Naval District
Labor Board
502 Kettner Boulevard
San Diego, California

My dear Captain Traynor:

Attached herewith is the completed report made by Margaret Kay Anderson of our staff on women's employment and turnover at the North Island Station.

We hope you will find the recommendations helpful and that your turnover will cease to be a major problem. With appreciation of your many courtesies to our staff members.

Sincerely,

Mary Anderson, Director

Enclosure

BMN:LW

File

February 10, 1944

Rear Admiral E. Buckmaster, Commanding Officer
U. S. Naval Air Station
San Diego, California

My dear Admiral Buckmaster:

Attached herewith is the final report on Margaret Kay Anderson's Survey of Turnover and Women's Employment at the U. S. Naval Air Station. We are also sending copies to Captain Traynor and Captain Botta so that three copies may be available for the use of the station officials.

Thank you for the courtesies extended to our representatives.

Very truly yours,

Mary Anderson, Director

Enclosure
BMN:LW

February 10, 1944

Lt. G. C. Denebrinck
Office of the Chief of Naval Operations
Room 4904
Navy Department Building
Washington, D. C.

My dear Lt. Denebrinck:

Enclosed herewith is a copy of the complete report on the Survey of Turnover and Women's Employment at the U. S. Naval Air Station.

Margaret Kay Anderson who conducted the survey stated that you were interested in the findings and were helpful in bringing about worth while changes.

Very truly yours,

Mary Anderson, Director

Enclosure

BMN:LW

January 26, 1944

Rear Admiral E. Buckmaster
Commanding Officer
U. S. Naval Air Station
San Diego, California

My dear Admiral Buckmaster:

A summary of recommendations made to reduce turnover among women employees at the Naval Air Station is attached. These recommendations are the result of the survey which Margaret Kay Anderson, Marie Wright and Mary Alice Webb made during November and December.

The various suggestions made to reduce turnover among Group 2 and 3 women, messengers and storekeepers were discussed with various officers at the Station upon completion of the survey with the understanding that a written resume would be submitted later. Several copies have been attached for distribution to the Assembly and Repair Department, Supply Department, Public Works Department, and Personnel Office.

On page five reference is made to the Outline for Coordination of Women's Activities to be used as a guide in setting up the new system of women coordinators or counselors. Copies of this were mimeographed by the Assembly and Repair Department before our representatives left the Station, so no additional copies have been attached.

A more complete report of the findings from the survey is in the process of being written and will be forwarded later. Included will be additional recommendations applicable to individual shops or departments as apart from the recommendations now submitted which cover matters applicable to the Station as a whole.

Very sincerely yours,

Mary Anderson, Director

MA:MKA:IS

January 26, 1944

Captain Francis P. Traynor
District Civilian Personnel Officer
11th Naval District Labor Board
502 Kettner Boulevard
San Diego, California

Dear Captain Traynor:

As a result of the survey made of turnover among women at the North Island Naval Air Station the attached recommendations were made. A copy is submitted for your information as there are several sections in which the 11th Naval District Labor Board is either directly or indirectly involved. The working out of some of the suggested changes will require the cooperation of both the Naval Air Station and the Labor Board.

The Station developed photostatic copies of the five charts compiled on turnover in the course of the survey. A set of these has been enclosed. A complete report on the findings of the survey is being written and a copy will be sent to you upon completion.

Margaret Kay Anderson has told me about the many nice things you did for her while she was in San Diego, how her work was greatly facilitated by the many courtesies extended by your office both during the North Island study and during the visits to the aircraft plants in San Diego. We are most appreciative of this, and you can be assured the continued cooperation of our West Coast regional representatives.

Sincerely yours,

Mary Anderson, Director

MA:MKA:IS

U. S. Department of Labor
WOMEN'S BUREAU
Washington

File Copy

SUMMARY OF RECOMMENDATIONS

MADE TO REDUCE TURN-OVER AMONG WOMEN EMPLOYEES AT NORTH ISLAND NAVAL AIR STATION, SAN DIEGO, CALIFORNIA

HIRING PROCEDURES (SELECTION AND PLACEMENT)

1. For careful placement it is recommended that there be brief descriptions of all jobs performed by women in the various departments, divisions, and shops. There should be established minimum and maximum requirements, or any other qualifying features for women to work in a particular division, shop, or job. This should then be used as a guide by all persons having anything to do with selection and placement of new employees.

2. The labor needs of all departments and divisions should be planned farther ahead and the labor requisitions submitted sufficiently in advance of actual needs, to permit the Labor Board and placement officers to plan their selections and placements more intelligently.

3. There should be more careful selection and placement of all new women employees, and particularly those assigned to jobs requiring the longer training periods. Need for this is shown by the turn-over figures, which disclose that 50 percent of the women leaving have been employed two months or less and 63 percent have been employed three months or less. This is in contrast to the aircraft plants on the west coast, where 22.6 percent of the women leaving during September 1943 had been employed three months or less.

4. Wives of service men should be placed in jobs requiring short training time. Twenty-five, or 62 percent of the 40 women who left because their military husbands were detached, had been employed three months or less.

5. There should be a more thorough preemployment physical examination for all women. The physical examination should be used as a guide in placement so as to cut down the number of persons leaving for physical unadaptability or personal illness.

6. The intake and hiring procedures should be simplified and standardized, with the number of interviews and steps involved reduced to a minimum. This will reduce the number of losses of referrals from the Labor Board.

7. All intake and placement interviewers should be more familiar with the various types of work at the Naval Air Station, so as to be in a better position to determine the type of work for which a person is qualified. The nature of the work should be explained fully before a woman is assigned to a job, to reduce as much as possible the high turn-over in the first weeks of employment.

8. Prior to employment there should be special counseling of women with small children to see that adequate arrangements have been made for care of these children. The fact that half the women leaving for child care were employed two months or less indicates the importance of such counseling prior to employment.

INDOCTRINATION

Turn-over is startlingly high among new workers. Eleven percent of the women leaving had been employed under 15 days, 19 percent left within one month, and 20 percent within two months. Thus half the women terminating employment left within the first two months. At the present time only new mechanic learners coming into the Assembly and Repair Department go through a formalised indoctrination. Some shops have their own form of individual indoctrination but there is no uniformity on this.

1. It is believed that a more thorough and comprehensive indoctrination of all new workers to familiarize them with the Station, its rules and regulations, procedures, types of work, and so forth, would do much to cut down high turn-over among new employees. There should be at least a one-day indoctrination of all Group II and III workers and storekeepers and messengers in Group IVB.

2. The women's safety coordinator should talk to all new women employees during their indoctrination, to explain the importance and purpose of safety rules, clothing requirements, work hazards, and so forth.

3. The new program of women coordinators should be fully explained.

4. There should be a thorough and repeated explanation of pay-roll deductions, computation of overtime, deductions for tardiness, upgrading and reclassification of workers, and so on. Failure to understand such wage matters was reported a source of irritation to some women, and a thorough explanation in the beginning will create less misunderstanding later.

5. Attached to these recommendations is an outline of material that it might be well to include in such an indoctrination program.

TRANSFER AND EXIT INTERVIEW BUREAU

1. Though there seemed to be leniency in granting transfers and working out arrangements for those not satisfied with their work, there could be a better procedure for handling transfers. It is recommended that there be a central transfer bureau for the entire Station through which all transfers are cleared aside from those made within divisions of departments. A worker handled through this bureau could be reassigned to some other division or department on practically the same basis as a new employee. This transfer bureau would have a record of the labor requisitions for the entire Station and would thus be in

a better position than a shop foreman or division superintendent to know where the person can best be reassigned. It would also enable women who cannot work Sundays to get into a department where Sunday work is not required. Comment on a woman's personal record should not be sent to her new place of employment, as personalities involved in her former job may prejudice those in her new work assignment.

2. The exit interviewers and transfer interviewers could be the same people, because their functions would be interrelated.

3. At the present time all workers leaving the Station are supposed to clear through the central personnel office for an exit interview. In actual practice 20 to 28 per-cent are never interviewed because they leave on the night shift or Sunday, or have a special pass for getting off the Station. Those who do report for an interview have already passed through 13 stages of clearing off the Station, which makes the possibility for salvage very slight.

It is recommended that after the immediate supervisor and the women's coordinator have been unable to effect an adjustment to keep a woman, she should immediately be referred to the central personnel office for an exit interview.

4. Under the new system of women's coordinators one of the major functions of the coordinators will be to remove causes of turn-over. If the dissatisfaction of the individual is not caught by the coordinator the supervisor should immediately refer the woman to the coordinator so that the real reason for dissatisfaction may be known and overcome if possible.

5. It is recommended that a woman exit interviewer talk to each woman expressing an intention to leave, as a woman will be in a better position for determining the real reason for leaving and more likely to be successful in working out an individual adjustment.

6. The exit interviewers should check with the individual shop after a woman actually leaves the Station. In clearing with the shop on the reason for a woman's leaving, there can perhaps be a clarification of ways and means of cutting down turn-over. It places more responsibility on each shop in working out adjustments to keep workers.

WOMEN'S COORDINATOR SYSTEM

1. There should be a comprehensive, well organized plan for the coordination of women's activities for the entire Station. There is a definite feeling on the part of management at the Station that the system in force up until a short time ago was entirely inadequate. Steps have been taken to revise and enlarge the program and an outline of the coordinator's system which has proved practical in other Naval establishments was submitted. A copy of this plan, together with suggestions on how to fit it into the Station's plan of organization is attached.

PERSONNEL RECORDS

1. There should be uniform records and forms for handling all personnel matters. There should be uniformity as to where these records are kept.

2. There should be standardized and periodic reporting of the number of men and women employed, noting sex, department, division, job classification, and shift. This information should be coordinated in a central personnel office.

3. There should be a uniform method of reporting terminations by sex, age, length of service, wage classification, occupation, division, department, shift, and cause of termination. As full an account as possible should be given concerning the cause of termination of each person. The exit interviewer can get this information if a centralized system of exit interviewing is established.

MEDICAL

From the study of turn-over records more women were found to have terminated for reasons of personal illness and physical unadaptability than any other single cause.

1. A more thorough physical examination should be given all female applicants. Special attention should be given to examination of the legs and feet because of the many jobs requiring standing and climbing all day long, and working on concrete floors and runways.

2. The finding from the medical examination should be used as a guide in placement. Any physical defect that may affect a woman's performance on the job should be recorded on some form which becomes a permanent part of the personnel records in the division where the woman is employed. This should be referred to in making any reassignments or transfers.

3. Effort should be made to give a physical examination to as many as possible of those who leave for personal illness or physical unadaptability. The medical officer should get a complete record on all such cases to ascertain whether the nature of the work had any bearing on the woman's health, or how the woman could have been more wisely placed.

4. There should be a broader nonindustrial medical program, such as giving special care to women suffering from menstrual disturbances. A central sick bay is recommended, or several sick bays, where women could lie down for an hour or two, or there could be supervised use of cots in rest rooms.

5. There should be a complete running record kept on each person reporting to the dispensary for either industrial or nonindustrial care, noting results of the original medical examination, accidents, and all care or treatment given. This record should show the department, division, and type of work performed by the individual.

6. There should be a much more simplified method of referral to the dispensary.

7. Dispensary facilities should be expanded. The dispensary should be open for swing-shift workers as well as for those on day shift.

8. There should be periodic physical examination of women in all occupations that might prove detrimental to health over a period of time.

9. There should be a written Station policy on the employment of pregnant women.

SAFETY

1. A woman safety coordinator should be employed for the entire Station. She should be in a position to recommend adjustments in job procedures, equipment, and assignments. She should watch for cumulative fatigue, job strains, and hazards peculiar to women. She should have the same enforcement authority as the male safety inspectors. She should concern herself primarily with women workers, but her functions should not be entirely confined to them.

2. The woman's safety coordinator should talk to all new women employees at the time of their indoctrination.

3. There should be a more uniform enforcement of safety rules and regulations.

CHILD CARE

Child care was one of the predominant reasons given for women leaving; 8.4 percent left for child care, 1.7 percent because of household duties, and 7.9 percent because of illness or death in family. Those not mentioning their children quite possibly were child-care cases also, so undoubtedly over 10 percent left for child-care reasons.

1. A thorough survey should be made among all mothers at present employed on the Station to find out the numbers and ages of children, place of residence, provision made for care of children, type of child-care service needed or desired, and any special child-care problems the women may have. This should be done by interviewing each woman personally and explaining the purpose of the survey, so that there will be uniform and accurate reporting of the information.

Only with such information can community child-care facilities be intelligently planned. The local child-care committee in San Diego will not put in Sunday care, 24-hour care, or additional facilities for children under 2 years unless it has absolute proof of need for such services.

This information should become a part of every woman's personnel record for future reference.

2. There should be more counseling on child-care problems before a woman is hired. The number and ages of her children, and provision for their care, should become a permanent part of each woman's personnel record. Rigid standards of what constitutes adequate child care should be conformed to in assigning women to jobs requiring considerable training. This can be justified on the basis of knowing that 19 out of 25, or 54 percent of the women leaving for child-care reasons in September and October, were employed three months or less.

HOURS AND SHIFTS

1. Women with young children should be allowed to work the day shift until there is 24-hour care for children in the community.

2. There should be as much leniency as possible in allowing women to work six days a week with Sundays off. The system of rotating the days off is believed to contribute to turn-over among women because -

a) Women whose husbands have Sunday off are likely to find that their husbands object to their working on Sundays.

b) Absenteeism among women usually is high every seventh week when they must work a 10-day stretch before getting a day off.

c) There are no facilities for child care on Sundays, so women with young children should be allowed to have Sunday off at least until such facilities are available.

WAGE RATES AND RECLASSIFICATIONS

1. Increment increases for Group 2 workers are possible at the end of 30 days, whereas it takes 18 months for a CAF worker to become eligible for an increment increase. This creates dissatisfaction among storekeepers, who are in constant touch with Group 2 workers. The general feeling is that it is the slowness of promotion rather than the low base pay that makes women lose interest in their jobs as storekeepers and messengers. Reducing the time for increment increases among CAF workers undoubtedly would lessen turn-over in this group.

2. Another method of reducing turn-over among storekeepers assigned to toolrooms and stockrooms in the Assembly and Repair Department would be to place them on an equal pay basis with Group 2 jobs demanding comparable skill and ability. The nature of the job probably prohibits a journeyman's rate, but it should be possible to justify a ceiling of helper maximum on this work. Since many storekeepers make minor repairs on tools, electric cords, etc., this Group 2 classification would not be a misassignment.

3. There are women employed in the parachute shop and on fabric and upholstery work, who are in Group III classifications, these being woman-employing occupations since before the war. Aside from these there are only two women in the Assembly and Repair Department with journeyman's ratings; one is a radio mechanic and the other an electrician. Though the training department has set up a practical method

whereby a woman may get her journeyman's rating, she must be recommended for such training by her supervisor. Since only two women are so rated, this may indicate discrimination against women on the part of supervisors empowered to make recommendations. Job classification records should be checked by the training department, and when a woman has attained the helper maximum rating her eligibility for journeyman's training should be discussed with her supervisor. The supervisor should either recommend her for this training or refuse recommendation valid reason in writing.

DISCHARGES

Seventeen percent of the terminations from the entire Station and 20 percent of the terminations for Assembly and Repair were due to discharges. This seems abnormally high.

1. More attempts should be made to work out remedies for irregular attendance and unauthorized leave before they become chronic. There may be legitimate reasons for such irregular attendance among women with household and family responsibilities, which could be worked out if more effort was made to do so.

2. The majority of those discharged for failure to return or irregular attendance had been employed the very short time of less than 15 days and under one or two months. This would indicate need for more careful screening of applicants.

3. There should be a uniform administration of the policy on discharging workers for irregular attendance or unauthorized leave.

4. A person's efficiency rating can be lowered by poor attendance to the extent of being a basis for discharge. In this connection there should be some

distinction between avoidable and unavoidable absence. This is particularly true among women who have family responsibilities that may be the cause of absenteeism. For instance, child-care agencies refuse the care of children when they are ill and this may be the cause of frequent absenteeism among mothers.

5. Some of the discharges are due to "failure to qualify". It may be that some supervisors are basing their estimates of individual performance too much on pre-war standards of production while dealing with women who may take longer to attain full efficiency on the job.

REST-ROOM FACILITIES AND REST-ROOM PROCEDURES

1. A complete survey should be made of all rest-room facilities for women, showing the size, number of wash basins, toilets, lockers, tables, benches, stools, soap-dispensing machines, cots, provision of heat, showers, and so forth. The condition of equipment and facilities and state of cleanliness should be noted. Included should be the number of women on each shift who use each rest room.

2. Each department or division should work out a policy on rest periods and use of rest-room facilities. Determination of whether it is more practical to have all women leave at one time or take their rest period at the convenience of their work is dependent on the available facilities and the nature of the work of the division.

3. Regulation of rest-period time in rest rooms should not be left to the matrons, but should come under the supervision of the woman's shop coordinator.

WORKING CONDITIONS

1. A high incidence of colds was found among storekeepers who left the Station. The Bureau of Yards and Docks has specified that the temperature of storehouses must be between 45 and 55 degrees. If women are to work all day in this temperature it

is essential that they have adequate means of getting warm in an easily accessible room.

2. Low portable platforms or steps should be provided and used where women are doing work that requires climbing in and around planes. This will reduce the strain of climbing up on the planes and the jar caused by jumping down.

3. There should be provision for more rolling stands for moving heavy parts on which women are working. This would eliminate much of the heavy lifting that women are doing in some of the shops.

4. In some shops there could be provision for more chairs with backs where women are seated all day at their work.

5. In the engine-overhaul division better washing facilities should be provided, as much of the work is very dirty. There should be showers and a place where workers can change and store their work clothes.

6. The illumination is substandard in several of the Supply Department storehouses. New shelving has been the partial cause. Adequate light should be provided as soon as possible because storekeeping involves much paper work and stock must be quickly and correctly identified.

TRANSPORTATION

1. Arrangements should be made for direct bus service between the Plaza and the ferry landing at the changes of all shifts, to avoid the necessity of having to make so many bus and streetcar transfers.

2. There should be more parking space on the San Diego side of the ferry landing.

3. There should be additional shelters on the ferry landing on each side so that workers will not get wet from standing in the open waiting for the ferry.

This would reduce the number of those suffering from chronic colds and possibly bring about a decrease in the number leaving for personal illness.

MATERIAL SUGGESTED FOR INCLUSION IN INDOCTRINATION COURSE FOR WOMEN

Welcoming talk.

Give data material such as safety booklets, personnel booklets, etc., current issues of any plant publications. Explain that material in booklets will be gone into in detail orally.

Relation between civilian employees on Civil Service and the Navy.

Explain departmental set-up and the work of each department in relation to the production aims of the whole.

Explain line of civilian authority.

Yard and shop coordinating or counseling system for women.

Personnel policies: Sick leave, annual leave, vacations, safety, medical procedures, wages and salaries, suspensions and discharge, grievance procedure.

Training, advancement and transfer. Efficiency-rating system.

Aircraft nomenclature.

Navy Line Authority.

Safeguarding military information.

Information of value to women on: Housing, transportation, rationing, child care.

Identification badges: Explanation of numbers and information printed thereon, what to do if forgotten, etc.

Musters and reinstatement policies.

Dispensary: Type of service, proper method of being admitted, compensation.

Safety talk by woman safety coordinator. Clothing regulation, etc.

Personal information:

- Conduct on job.
- Rest-room loafing.
- Relation between men and women on the job.
- Food.
- Rest habits.
- Physical cleanliness and care.

Station tour.

January 26, 1944

Captain Francis P. Traynor
District Civilian Personnel Officer
11th Naval District Labor Board
502 Kettner Boulevard
San Diego, California

Dear Captain Traynor:

As a result of the survey made of turnover among women at the North Island Naval Air Station the attached recommendations were made. A copy is submitted for your information as there are several sections in which the 11th Naval District Labor Board is either directly or indirectly involved. The working out of some of the suggested changes will require the cooperation of both the Naval Air Station and the Labor Board.

The Station developed photostatic copies of the five charts compiled on turnover in the course of the survey. A set of these has been enclosed. A complete report on the findings of the survey is being written and a copy will be sent to you upon completion.

Margaret Kay Anderson has told me about the many nice things you did for her while she was in San Diego, how her work was greatly facilitated by the many courtesies extended by your office both during the North Island study and during the visits to the aircraft plants in San Diego. We are most appreciative of this, and you can be assured the continued cooperation of our West Coast regional representatives.

Sincerely yours,

Mary Anderson, Director

MA:MKA:IS

To Files Navy

January 21, 1944.

The Commandant
Charleston Navy Yard
Charleston, S. C.

Attention: Lt. Comdr. John Patterson

My dear Commander Patterson:

When Miss Martha J. Ziegler and Mrs. Frances Harnish of our field staff visited you last year you and Ensign Heing were concerned with the need for developing safe but comfortable work garments for women welders to wear in the summer months.

We are very much interested to know the results of your exploration of this problem. If you have found a successful solution, it would be of great interest and value to other shipbuilders.

Thank you again for your kind interest and cooperation.

Very sincerely yours,

Dorothy K. Newman
Associate Economic Analyst.

DKN/nb

NAVY DEPARTMENT -1945

Navy

POTOMAC RIVER NAVAL COMMAND
Navy Yard
Washington, D. C.

FILE NO.
PRC/A16(304-a)

6 December 1945

Miss Frieda Miller, Director
Women's Bureau, Department of Labor
Room 1216
Constitution Avenue and 14th, N.W.
Washington, D.C.

Dear Miss Miller:

On behalf of the Navy personnel in the Washington area, let me express the appreciation of the Potomac River Naval Command for your cooperation in providing a speaker for our postwar orientation program. We feel that all hands concerned have been materially aided in their return to civilian life.

Mrs. Marguerite Zapoleon of your group was most generous with her time. Without Mrs. Zapoleon our program would have been lacking in an important aspect.

It is expected that our program of postwar orientation will begin again after the holiday season. We hope we may continue to call upon your organization for speakers.

By direction of the Commandant.

J J Graham

J. J. GRAHAM
Commander, USN
Director of Training

Copy to Mrs. Zapoleon

Copy sent to Mrs. Zapoleon

POTOMAC RIVER NAVAL COMMAND
Navy Yard
Washington, D. C.

FILE NO. PRC/A16(304)

21 September 1945

Miss M. Zapoleon
Women's Bureau - Dept. of Labor
Room 1216
Constitution Avenue and 14th, N.W.
Washington, D. C.

Dear Miss Zapoleon:

Thank you for your interest in our proposed post-war orientation program for naval personnel in the Washington area. Here is a brief outline of our plans, which you requested when one of our officers spoke with you recently.

In answer to many requests we plan to present, in a series of early evening meetings, the opportunities and requirements for post-war jobs in a number of different fields. This is in no sense a placement program. The Navy's Education and Information Section which sponsors it wants merely to present to naval personnel facts which may help them to make up their own minds on their post-war careers. We realize of course that the men and women best able to present the facts may be working for individual concerns rather than for trade or professional associations, but speakers should present the opportunities and requirements in their occupations in general without discussing specific openings or conditions which exist in individual offices or companies.

It is expected that the program will continue through the fall and winter season. Meetings will be held at Wave Quarters in Washington and at other activities nearby for men as well as women of the Navy. Transportation will be provided where meetings are held at outlying activities. At meetings already held our audience has been between 50 and 75 people. The size of the audience will vary with the general interest in each field covered. The officers in charge of the program are Lieut. A. H. Boyer and Lieut. L. F. Bauer who may be reached on Republic 7400, extension 7798.

Anything you can do in providing speakers for these meetings will be very much appreciated.

By direction of the Commandant.

J J Graham

J. J. GRAHAM
Commander, USN
Director of Training

Navy

August 4, 1945

G. M. Keller, Captain (USNR)
Head, Labor Relations and Employee
Services Branch
Division of Shore Establishments
and Civilian Personnel
Navy Department
Washington 25, D. C.

Dear Captain Keller:

The enclosed copy of a letter of complaint which reached my office today from Brooklyn, New York is transmitted to you for whatever disposal you think desirable.

Sincerely yours,

Frieda S. Miller, Director

Enclosure (1)

RN/c
cc gen. files
nyswander

258 Monroe Street
Brooklyn, New York
7-30-45

C
O
P
Y

Miss Frieda Miller

Dear Miss Miller -

Why do the women have to stand on their feet to work fof 9 hours daily in the N. Y. Navy Yard Brooklyn, N. Y.?

This practice is causing much sickness among the women employees. As much as we like to help with production, our feet and legs are hurting so very bad it slows up our working speed, also lowers our morale. Can anything be done about this? Some women here are allowed to sit in the same shop while others are forced to stand and work for 9 hours. Please do something about this.

Sincerely

- - - - - - -

Isabella Jones (Mrs.)

Navy

June 15, 1945

Navy Department
Directory Service
Washington 25, D..C.

Gentlemen:

Will you please place the following on your list to receive your directory as it is issued:

Mary V. Robinson, Chief
Information Division
Women's Bureau
U. S. Department of Labor Room 1316
Washington 25, D. C.

Very truly yours,

Mary V. Robinson, Chief
Information Division

MVR/jc
Inf. Div.
cc gen. files
robinson

Navy

April 23, 1945

Naval Ammunition Depot
Hastings, Nebraska

Attention: Mr. E. Ben Weinke

Dear Mr. Weinke:

In reply to your request for material about menstrual problems for women in industry I am enclosing herewith a copy of our bulletin, "The Industrial Nurse and the Woman Worker." Pages 26 and 27 give some material on this subject.

There have been a few studies on the mutual effects of menstruation and industrial work, which you can undoubtedly obtain on request. One is a study made by the medical department of the Metropolitan Life Insurance Company, which analyzes the extent of dysmenorrhea and methods of dealing with it. A second article to which I can refer you is "Psychological Effects of the Menstrual Cycle on Women Workers," published by Georgene H. Seward in the Psychological Bulletin for February 1944.

A number of plants are using physical exercise for the relief of dysmenorrhea. A description of such a program, by Dr. A.C. Dick, can be found in Industrial Medicine for September 1943. This article reports a reduction by 80 percent of absence due to menstrual cramps, as a result of use of physical exercises developed by Dr. H.E. Billig.

I am sending you also a typed memorandum on some British findings concerning menstruation among women workers.

Sincerely yours,

Frieda S. Miller, Director

JW/ml

IN REPLY KINDLY ADDRESS
"NAVAL AMMUNITION DEPOT"
NOT THE SIGNER BY NAME
SERIAL NO. ______________

NAVAL AMMUNITION DEPOT
HASTINGS, NEBRASKA

16 April 1945

WOMEN'S BUREAU
[illegible] 1 1945
DEPARTMENT OF LABOR

U.S. Dept. of Labor
Women's Bureau
Washington, D. C.

Dear Sir:

Would you please send us any available material about menstrual problems for women in industry?

Thank you for this assistance.

Yours truly,

E. Ben Weinke

E. BEN WEINKE
Orientation Supervisor

EBW:hek

Mary

files

April 12, 1945

Lieutenant F. F. Stone, USNR
Chanute Hall
3800 Porter Street
Washington 16, D. C.

Dear Lieutenant Stone:

Enclosed is some material that you requested as to the employment of women in Hawaii. The Women's Bureau study was made, as I explained, shortly before the war (1939), so that I do not know how much help it will be but it may be some guide in what you are looking for.

On looking back at this study I find that I at first had in mind a still earlier study that was more limited. This one of 1939 is not confined to the one major woman employing industry, but included 195 establishments and is, in fact, quite a complete study going into all the chief types of work employing women, except agriculture. (See page 1 and Table on page 2.)

At the time we made this study the available figures on overall employment were only those of the 1930 census; since then we at least have had those for 1940. I am enclosing a overall analysis of these 1940 census figures on woman employment in Hawaii.

I do not find any study later than ours specifically applying to woman employment on Hawaii. There is a Bureau of Labor Statistics study made in 1943, reported in the Monthly Labor Review for April 1944, a copy of which I am enclosing. However, this is directed to wartime earnings and spending in Honolulu and not to employment. I gather that you were interested more particularly in employment and types of occupations rather than income. I am also enclosing the report of an earlier study that the Bureau of Labor Statistics made at the same time that our 1939 study was in progress (see footnote page 43 of their report on labor conditions).

In 1941 both a wage-hour law and a minimum-wage law were passed in Hawaii. I can send you more information on these if you need it. The former was amended in 1943 to provide a minimum wage 5 cents higher than in the original act. This information is shown in more detail in the Monthly Labor Review in 1942 and the issue for December 1943.

Probably I am repeating much with which you already are more familiar than I. However, there are reports of the Island Department of Labor and Industrial Relations on prevailing wages and hours in certain industries, and their Annual Reports also show the numbers of workers covered by the wage-hour law and the number for whom back wages were collected and the amounts collected. If there is any of this information that you do want I shall be glad to try to furnish it for you.

Very sincerely yours,

Mary Elizabeth Pidgeon,
Director of Research

Employment of Women in Hawaii. Typed WB material based on 1940 Census.
Earnings and Hours in Hawaii Woman-Employing Industries. WB Bul. 177.
Labor Conditions in Hawaii, reprint from MLR Dec. 1940 and Jan. 1941. BLS.
Wartime Earnings and Spending in Honolulu, Monthly Labor Review, April 1944. BLS.
~~Empl~~

MEP/ml

CROSS REFERENCE SHEET

Name or Subject

Navy Dept

File No.

Regarding

Date

Complaints
Isabelle Jones
Eliz. Blake } Aug. 18, 1945

SEE

Name or Subject

Complaint file

File No.

N. Y. folder

File cross reference form under name or subject at top of the sheet and by the latest date of papers. Describe matter for identification purposes. The papers, themselves should be filed under name or subject after "SEE."

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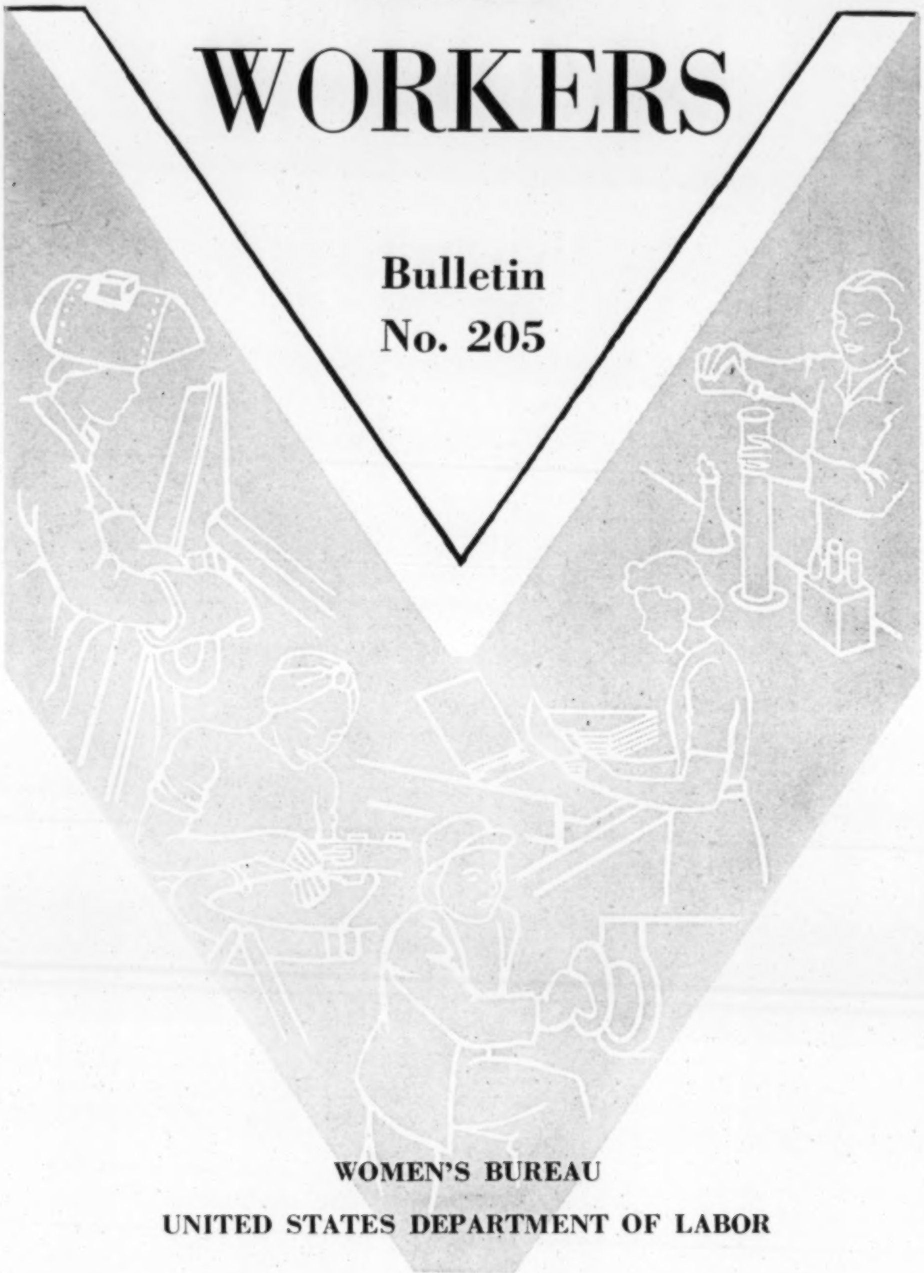
NEGRO WOMEN WAR WORKERS (BULLETIN 205)

22
205

NEGRO WOMEN WAR WORKERS



Bulletin
No. 205

WOMEN'S BUREAU
UNITED STATES DEPARTMENT OF LABOR

LETTER OF TRANSMITTAL

United States Department of Labor,
Women's Bureau,
Washington, April 6, 1945.

Madam: I have the honor to transmit to you a report that brings together what seem to be the most significant of the very limited data on Negro women workers in the war period. There is a constant demand for material on this important subject.

The study is the work of Kathryn Blood, of the division of public information.

Respectfully submitted.

Frieda S. Miller, *Director.*

Hon. Frances Perkins,
Secretary of Labor.

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FOREWORD

"Negro Women War Workers" attempts to assemble material currently available to show what contributions Negro women are bringing to the war work of the United States.

While no recent Women's Bureau survey has been made specifically to study Negro women's employment, general occupational surveys made by the Bureau in the last two and a half years show some of the new jobs that have opened for the Negro woman worker which may be considered typical. Such examples, together with a number from other sources, are presented in this bulletin as a series of vignettes of Negro women's work in munitions plants; in steel mills, foundries, shipyards, aircraft plants; on the railroads and in the canneries, in laundries and restaurants, as well as in many other jobs.

What this report tells is a story of ways in which Negro women have helped to bridge the manpower gap. Working together with men and women of every other national origin, their contribution is one which this Nation would be unwise to forget or to evaluate falsely. They are an integral part of America's prospect. Not only have they helped to produce the weapons of war, but their labor has been a large factor in preventing a major break-down of essential consumer services.

No Nation-wide statistics later than those of the 1940 decennial census are available for either the number or the occupations of Negro women workers. However, valuable data on Negro (nonwhite) employment were secured by the Census Bureau's Monthly Report on the Labor Force for April 1944, and these statistics are analyzed and compared with 1940 census data in the following pages.

Census statistics for 1940 give the basic picture of Negro women's occupational pattern before the war. This information, with the census data from earlier decades, shows clearly that even before the war the Negro woman worker had an important place in the American economy, and in some occupations formed a very large part of all workers. The figures will be of value to persons who must deal with postwar employment policies.

Larger proportions of Negro than of white women, both in 1940 and in 1944, were in paid employment. Nearly 1 in 3 Negro women were employed in 1940, in contrast to 1 in 5 white women. By 1944 the proportion of employed Negro women increased to 2 in 5, while the employed white women increased to almost 1 in 3.

"I have a job to do in this great scheme of production."

These are the proud words of a Negro woman—a welder in a shipyard.

A *job?* What does a *job* mean?

It means *security*—individual—national—world. *Security*—the best weapon against poverty and disease—against defeat at home and on the battlefront.

Negro women need—

Jobs—with no bars erected because of color, creed, or sex—jobs not only today but in the postwar world.

Courtesy U. S. Navy

Welder in a shipyard.

NEGRO WOMEN WAR WORKERS

FOR AMERICA AT WAR [1]

BEHIND THE NOISE—the hammer, the thunder, the drive—that typifies America at war is a group of women, Negro women, who have pooled their strength with that of all other Americans in an effort to achieve a common goal—Victory. Carrying their full share of the Nation's wartime load, they are at work in every section of the country. In the steel mills and the foundries, in the aircraft plants and the shipyards, Negro women are helping to make the weapons of war. Not only are they working in war plants but their services in laundries and restaurants, on railroads and farms, and in countless other essential civilian industries have helped to make it possible for America to become the arsenal of the United Nations. Negro women's wartime performance has proved that, given the training, they can succeed in any type of work that women can do.

Trail Blazers for Uncle Sam on the Production Front.

Shipyards.

More than one precedent was broken when in 1942 women mechanics were hired at the Brooklyn Navy Yard for the first time in 141 years. It was a red-letter day for women when the doors of the navy yard swung open. For Negro women especially it was a triumphant day, for a Negro girl received a grade of 99, the highest rating of any of the 6,000 women who took the civil-service examination for navy-yard jobs. She and another Negro girl who also showed special aptitude for work with precision instruments were assigned to the instrument division, where binoculars, telescopes, and range finders are reconditioned. Of the first 125 women hired at the Brooklyn Navy Yard about 12 were Negro. At a second eastern navy yard, highly qualified Negro girls were among the first women hired in 1942. Since the work is skilled and strenuous, every new employee is required to pass rigid aptitude and physical tests.

In the Washington (D. C.) Navy Yard, Negro women are employed in the cartridge-case shop as well as in other shops. Some several hundred Negro women—most of whom are married and are mothers—are working there. They are operating punch and blanking presses as well as lathes and tapping machines in the manufacture of cartridge cases.

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[1] Source of information: Women's Bureau research and general surveys.

In the summer of 1943 about 2,000 women were employed in the Washington Navy Yard. Women were hired for naval ordnance jobs only if they had had 100 hours of training in machine-shop practice. In paying tribute to the splendid contribution of Negro women, an official of the navy yard said: "Negro women have played an important role in the production of ordnance materials during the present war. In the production of cartridge cases they are responsible for keeping production at a high peak. Both the output and morale in the shop reflect the cooperative spirit in which women have been accepted. Negro women have demonstrated their ability to adapt themselves to a field of endeavor that was foreign to them as well as to other women in the yard."

Negro women also were working on fuze-loading at the Bellevue (Md.) Naval Magazine. Behind steel barricades they measured and loaded pom-pom mix, lead azide, TNT, tetryl, and fulminate of mercury. The various loading operations are strung along differently grouped assembly lines. On one line, for example, women loaded tetryl lead-ins for bomb fuzes, or delay elements containing small cells of black powder, or mercury fulminate and lead azide for detonators. In small steel booths others received an element through a hole in the wall, put in the measured milligrams of powder, and passed it cautiously through an opposite hole to the next booth for another twist, tap, or turn.

Aircraft.

In aircraft plants also there are many Negro women pioneers. More than 2 years ago Negro women were working on production, including machine operation, assembly, and inspection, in at least 15 major aircraft plants on the west coast, the east coast, and in the Middle West. Many of them had received their job training from NYA or other free Government training classes. One of the first aircraft plants to hire Negro girls in mechanical jobs was the airplane-engine division of the Philadelphia Navy Yard.

Electrical equipment and machinery.

Another of the large woman-employing industries in which Negro women have been at work for several years is the manufacture of electrical machinery and equipment. From the personnel director of one of the leading electrical manufacturing companies this report came to the Women's Bureau early in the war: "We have on our rolls at the present time approximately 2,000 Negro women, the majority of whom have been added in the last 6 to 9 months. They are engaged in 45 separate and distinct occupational classifications covering a rather wide range of skills. Included among their assignments are bench hands on various kinds of partial and final assemblies, cable formers, clerks, inspectors, many kinds of machine operators, solderers, stock selectors, electrical testers, and wiremen."

Assembling a bomber motor mount.

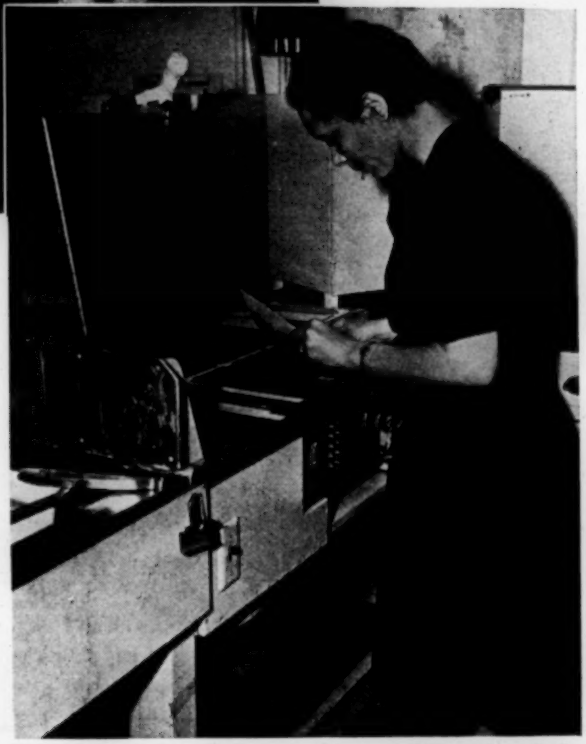

Photo unit worker in a bomber plant.

Courtesy Boeing Aircraft Co.

"One of the best men in the shop," according to the foreman, was a Negro girl in the electrical-repair department of the overhaul and repair shops of a large eastern airline field.

Ordnance.

In little more than a year after Pearl Harbor, Negro women were assigned to many of the more difficult technical laboratory jobs at the Army Proving Ground at Aberdeen, Md., where all types of guns, tanks, and other fighting equipment are tested. The girls employed in the ballistics laboratory were college graduates, and all had a thorough background of higher mathematics. Only two years of college were required, however, in the star gaging section, where they tested bores and curvatures of guns. According to a War Department personnel specialist, the Negro girls in the Aberdeen laboratories "proved very satisfactory."

Early in the present armament program, Negroes comprised at least 350 of the women employed at an Ohio ordnance plant. One of the Negro women who came in as a warehouse worker was put in charge of a crew of women packers, both white and Negro, and later was made a counselor.

Another midwestern ordnance plant employed 700 Negro women soon after the war began. They worked in a variety of jobs, and included supervisors, stenographers, machine operators, nurses, photograph technicians, draftsmen, machine adjusters, movemen, janitors, and matrons.

In a survey made by the National Metal Trades Association in 1943, 62 plants were found that employed women. Of these plants 19 employed Negro women, most of whom were in janitor service. However, one plant reported a total of 1,200 Negro women distributed among all the departments where women were at work. Other plants reported successful employment of Negro women in such occupations as work in a foundry, operation of machine tools including turret lathes, all types of winding operations, inspection, a variety of bench work, assembly, painting, electrical work, riveting, flame cutting, and welding.

Steel mills—Foundries.

Negro women were employed in most of the 41 steel mills surveyed by the Women's Bureau in 1943. Areas visited by Women's Bureau agents included Pittsburgh-Youngstown, Buffalo, Chicago-Gary, and West Virginia, and one mill each in Colorado, Sparrows Point (Md.), and Bethlehem (Pa.). While women were working in most divisions of the steel industry, their proportion was small, about 8 percent covering all races. In some of the mills, however, women were found in almost every department. There were women working at the ore docks, in the storage yards for raw materials, on the coal and ore trestles, in the coke plants, the blast furnaces, the steel furnaces, the rolling mills, and the finishing mills that were doing fabricating on shells, guns, and regular products such as nails, spikes, and bolts.

The majority of the Negro women, like the white women, worked at labor jobs. The proportion of Negro women in the masonry and outside-labor gangs was large. Where women were employed in the sintering plants they were chiefly Negroes, and were reported as moving as much dirt and material as men. Jobs around a sintering plant are all dirty and chiefly of a labor grade; everything around such a plant is covered with iron dust. The sintering plant salvages ore dust and blast-furnace flue dust by mixing it with water and spreading it on moving conveyors that carry it under gas flames for baking into clinkery masses known as sinters, which are charged back to the furnace. Considerable numbers of women in these plants worked on dumping the cars of ore and dust, inspecting along the sides of the conveyor to remove lumps of slag and foreign matter, shoveling up spills along the conveyor lines, screening coal and dust, carrying tests to the laboratory, etc.

Courtesy Life Magazine

"Panman" in a steel mill.

Plants on the Great Lakes receive most of their ore supply by boat. At one of these plants women were working at the ore docks. Though the boats are unloaded by electric ore bridge cranes that scoop up 15 to 20 tons in each bucket load and empty a boat in a few hours, it is necessary for labor gangs to go down into the bottoms of the boats and sweep and shovel up the leavings of ore into piles for removal by special hoists, as the grab-buckets cannot clean up around the sides and edges. To do this work a crew of women, chiefly Negro, and with a woman gang leader, went from boat to boat as needed. When there were no boats ready for cleaning, they worked around the docks and stock yards as a part of the general clean-up labor gang. The ore, coal, and limestone are heavy to handle even when a small shovel is used.

In two of the steel mills visited by the Bureau, a Negro woman was employed as panman. The job of the panman is to mix the fire clay, shoveling the materials into a mixing mill, for sealing the casting hole of the blast furnace. The work is carried on in a blast-furnace shed. Mud mixing is not a full-time job and is incidental to other labor.

Another unusual job held by a Negro woman was that of operating a steel-burning machine. This intricate machine, 25 feet long and 6 feet high, cuts parts for 6 different kinds of antiaircraft guns from huge plates of steel. The acetylene torches cut two parts at a time and must be set and guided with precision. The operator must have a dozen or more controls set exactly right.

In the Buffalo area Negro women were breaking into many jobs traditionally closed to women in the steel industry. In one large plant in this area Negro women made up about one-third of the total number of women employed.

Review of the situation in the steel mills, however, indicates quite general acceptance of the position that women's employment in steel is only for the duration of the war, and that men returning from the armed services will take over the jobs on the basis of seniority and priority rights in the industry.

Negro women were employed in 8 of the 13 foundries visited by Women's Bureau representatives in the latter half of 1943. A few of the foundries produced small as well as large castings. In the foundry itself, excluding other departments, the 13 establishments surveyed reported the proportion of women (race not stated) as 16 percent (3,631) of the workers, In one midwestern foundry 50 percent of the women were Negro, and in one steel-castings corporation such percent was 67.

Women were found in occupations ranging from the shoveling and mixing of sand and other unskilled types of labor to fairly skilled work in the fine finishing of molds. A few foundries indicated that they might keep women after the war in some of these jobs, individual foundries stating that women may be retained in jobs at which they excelled. Included in the list of jobs mentioned were clerical work, drafting, laboratory work, sand testing, operation of the heat-treat furnaces, and the making of small cores. Many foundries were convinced that women were better than men at the making of small cores. No large numbers of women, however, seemed likely to remain in foundry work after the war, even if they wished to do so. In a predominantly male industry they would have little opportunity to acquire the higher skills or advance up the job-progression ladder. The heavy nature of much of the work in itself would prevent that.

Arsenal of the United Nations—Detroit.

The Bureau of the Census reports that the number of nonwhite women employed in the Detroit-Willow Run Area rose from 14,451 in March 1940 to 46,750 in June 1944. Fewer than 30 Negro women were employed in war plants in this area in July 1942, but by November 1943 about 14,000 were so employed. Early in 1944, 7 to 8 percent of the workers in the entire State of Michigan were Negroes, and it was estimated that almost 6 percent of them were women.

Negro women in the Detroit area early in 1944 were working as machine operators, assemblers, inspectors, stenographers, interviewers, sweepers, material handlers, and at various other jobs in all types of work where women can be used. The first woman hired as a detailer by a small engineering company was a Negro woman trained in engineering. A company that for some time resisted taking Negro women employed two as inspectors in the middle of December 1943; a few months later it had 47 Negro women inspectors and machine operators.

In one Detroit company Negro women made up 10 to 12 percent of the 1,000 women employed. Another that used a large number of women had about 25 to 30 percent Negro women; they were in every department and worked at almost every skill. In this company, management and the union backed the rights of its Negro workers—men and women—for advancement on a basis of seniority and skill.

A foundry that employed some 250 women had about 12 percent Negro women. Women applicants were interviewed and hired on a basis of qualifications and ability to adjust to other workers without regard to creed or color.

Though a company had been violating War Manpower Commission regulations on discriminatory newspaper advertising, it was persuaded to withdraw the advertisement and cooperate with the WMC and the union in introducing Negro women workers. As a result, in 1944 the proportions of Negro women in this company's two plants were 29 percent and 35 percent.

A company that had hired about 1,500 Negro women reported that they made up from 8 to approximately 25 percent of the women in its various plants. Another company opened certain departments to women in one of its plants. At the beginning it hired one Negro in every two women employed. In 1944, of approximately 8,000 women in this plant, around 75 percent were Negro, and the company was pleased with their production performance.

Essential Civilian Industries.

Service jobs.

The foregoing pages report a few of the recorded instances typical of great numbers of Negro women who with loyalty and skill have forwarded the massive war production program of their country. Even at its maximum, however, that record would register but a small share of the support coming to the war economy through the labor of Negro women workers. Customary work positions and previous experience easily account for their presence in great numbers in essential civilian jobs in laundry, food, and restaurant establishments, in hotels and lodging houses, and in other service industries. Doubtless many of the women so employed do not even realize that they are doing war work, work which affects directly the country's war production.

Said the president of a large west coast aircraft corporation late in 1943: *We think every worker we can place in a laundry is worth three new workers in our own plants.* A company survey had revealed that in these plants most absenteeism was caused not by hangovers but by a lack of such community services as laundries and restaurants. Bomber production was being affected because workers in these plants could not get their washing done, nor buy their meals in restaurants. "The result was," said the president, "that we had to start an advertising campaign to urge unemployed people to take jobs in laundries and restaurants so our own people could stay on their jobs."

Canneries.

Large numbers of Negro women were working in New Jersey and New York canneries visited by Women's Bureau representatives in the summer and fall of 1943. Much work in the fields also was being done by them. Products handled by the canneries ranged from soup to coffee and from baby food to army rations.

Cannery labor was secured from many sources—housewives, students, soldiers, sailors, migratory workers taken north in trucks from Florida, Kentucky, Tennessee, West Virginia, and other Southern States in numbers far exceeding those of previous years, Jamaicans and Bahamians. Women were used in a wide range of jobs in the preparation of fruits and vegetables. Their jobs included the more usual ones of sorting, peeling, trimming, feeding machines, on the can line as well as jobs new to women in those particular plants: jobs involving the control of retorts and of pulping, extracting, evaporating, and scalding equipment. Some women were doing heavy labor such as unloading cars, handling cases weighing from 15 to 42 pounds, handling bushel baskets filled with produce. Others were employed as general laborers feeding cans, salvaging cans, shaking sacks, and as conveyor and belt attendants. As maintenance and miscellaneous workers women were employed as janitors, elevator operators, truckers, directors of shed and yard traffic, and to clean and grease machines.

Housing provided for migratory workers ranged from tent colonies to a trailer camp and a converted summer hotel. In three of the camps in which Negro families were living in tents it was stated that new housing had been planned for them and was to be built by the Federal Public Housing Authority. Nearly 150 Negro women were living in the barracks built originally for a CCC camp. At a Farm Security Administration camp, 100 Negro families were living in tents but gradually were being provided with other accommodations. At another camp occupied by Negro families, the housing consisted of a combination of frame houses built during World War I, of new prefabricated houses, and of tents. One company built a one-story dormitory on cannery property for 250 women, both white and Negro.

Transportation.

Filling jobs from "baggage smasher" to trackworker, Negro women railroad employees have done their share to keep the Nation's war wheels turning. The work of these women is invaluable, since the railroads are one of the country's major war arteries, transporting the armed forces and carrying to them food, clothing, and weapons, and at the same time supplying civilians with the essentials of everyday living. Negro women have filled a variety of jobs, ranging from the unskilled, such as cleaning and janitor work, to the semiskilled. A few have held highly skilled jobs. Neither Negro nor white women, however, have found their way as yet into many skilled jobs in transportation, which long has been considered a man's industry.

A railroad survey made by Women's Bureau representatives revealed that one large railroad system employed over 4,500 Negro women in 1943; in fact, Negroes made up 21 percent of all women employed by this road. The largest groups worked as section and extra gang men (1,138); laborers (1,019); coach cleaners (967); and callers, loaders, and truckers (546). This railroad was also employing Negro women as dining-car waitresses and as coach-lunch waitresses. A Negro woman was head waitress on one of the diners. Other Negro women worked in the railroad's commissary kitchen and as station elevator operators. A Negro woman was forewoman of a gang of 38 coach cleaners at one of the yards.

The Bureau found 400 Negro women working for one western railroad system, making up over 13 percent of the total of their sex employed. The largest groups of these women were general laborers (148), section and extra gang men (114), and coach cleaners (83). Another western railroad had 48 Negro women as coach cleaners in one of its yards.

One of the most unusual railroad jobs for a woman was held by a Negro woman in Georgia. Probably the first woman train announcer in the United States, she started her railroad career 25 years ago by doing odd jobs, icing and watering the trains, cleaning up the station's carpenter shop. Her job as caller started accidentally when the stationmaster

Railroad terminal worker.

Courtesy New York Central Railroad System

Bacteriologist in a Government bureau.

Courtesy U. S. Department of Agriculture asked her not to let anyone miss a train. She got copies of all schedules and began to memorize them. Today her voice is a station essential.

Various street-transportation companies have hired Negro women as car and bus cleaners and as helpers in shops. In several large municipalities they have acted as car or bus operators and conductors. For example, New York City's first woman streetcar operator was a Negro woman.

The intercity bus industry has employed Negro women in various sections of the country, chiefly as cleaners and maids. One company employed Negro women at filling stations, servicing trucks. This company not only states that their work has been satisfactory, but stresses their stability and says they have presented no special problem in absenteeism or labor turn-over.

The inland waterways, including the Great Lakes, have employed Negro women as cooks, waitresses, maids, and stewardesses. A few women have done overhaul and repair work for the air lines.

In the Line of Duty.

In the performance of their work many Negro women achieve unusual individual distinction. An outstanding example of such a woman is an Arkansas arsenal worker. A munitions laborer in the production division, she twice rescued fellow workers from burning to death when fire broke out in the plant's incendiary section. For this heroism she became the first woman to receive the War Department's highest civilian award for exceptional service. The Award of Emblem for Exceptional Civilian Service, the civilian equivalent of the Distinguished Service Medal, was presented to her. The citation accompanying the award praised her for "exceptional conduct in performance of outstanding service beyond the call of duty."

Among the Negro women who have shown exceptional skill in their war-plant jobs is a worker who became champion arc welder and one of two winners in the Negro Freedom Rally's competition for "Miss Negro Victory Worker of 1944." One of seven Negro girls in a New York war plant, she admits it was no easy task to surpass her fellow workers and thereby win the national merit award that was given her and the co-winner, a Negro girl from Detroit. After the presentation of the award in Madison Square Garden, both girls were taken to New York City Hall to receive Mayor LaGuardia's congratulations.

In speaking of her award, the champion arc welder said: "When you work in a war plant—and maybe this is my own personal feeling—you talk very little while you work but you do a lot of thinking. And with the roar of machinery you sort of get a message which seems to say to you that this job must be well done, because the stake in getting it out is perhaps the life of some boy fighting on the beachheads. That's what I keep thinking."

Also in the "champ" class are two Negro women riveters, who set a record of 104 rivets in 120 seconds. Workers in a west coast aircraft plant, these women were giving more than full measure of their strength and skill. They worked as a team on bomb-bay doors for the PV–1 Ventura bomber, among the first American planes consistently to bomb the Japanese homeland of Paramoshiri, northernmost bastion of the Nippon home defenses.

Among the Negro women workers serving in leadership positions in their unions was an Illinois gun-plant employee who was elected shop steward early in the war by a department composed of 5 Negro women and 90 white women. In a New York plant making cloth and leather war goods, 6 of the 14 union shop chairladies were Negro. They were elected by the 1,000 men and women members, half of whom were white and half Negro. Another Negro woman early in 1945 was the only woman on the general executive board of a union of transport and service workers, and president of the local to which she belonged. A Negro woman, educational director of a local union of garment workers, was one of the four representatives of American women workers to visit Great Britain early in 1945 in an exchange designed to bring about a better understanding between the two countries. The four women were selected by their respective unions and arrangements for their trip were made by the Office of Labor Production of the War Production Board and the Office of War Information.

Recognition came to another Negro woman war worker when she entered a national magazine contest on "What My Job Means to Me" and won first place plus a $50 war bond. In her essay she said in part:

"I am an inspector in a war plant. For 8 hours a day, 6 days a week, I stand in line with 5 other girls performing a routine operation that is part of our production schedule. We inspect wooden boxes that are to hold various kinds of munitions, and that range in size from 8 inches to 6 feet. When we approve them they are ready to be packed with shells, bombs, fuzes, parachutes, and other headaches for Hitler and Hirohito. Did I say my job isn't exciting or complicated? I take that back. It may be a simple matter to inspect one box or a dozen, but it's different when you are handling them by the hundreds. The 6 of us in my crew sometimes inspect as many as fourteen or fifteen hundred boxes during one shift. That means 250 apiece—an average of one every 2 minutes, regardless of size.

"Of course the work is hard and sometimes dangerous, but Victory in this war isn't going to come the easy way * * * "

Women in Uniform.

Negro nurses, 1944.

By 1944 the number of graduate Negro nurses was estimated at 8,000. Besides those serving in such official public health agencies as the American Red Cross and the Army Nurse Corps, Negro nurses were employed by the War Food Administration and the Veterans' Administration. Three hundred Negro nurses were in the Army Nurse Corps, some of whom went overseas. In March 1945 the first Negro nurse was commissioned by the Navy Reserve Nurse Corps.

Opportunities for Negro women to obtain nurses' training have increased greatly during the war period, first through the scholarships available from Public Health Service funds, and later through the Cadet Nurse program. A special course in Nurse Midwifery, aided by Federal funds, is being given at Tuskegee.

United States Cadet Nurse Corps.

In June 1943 the acute military and civilian need for nurses was responsible for a significant forward step in nursing education which has greatly aided Negro women seeking such training. This was the passage of the Bolton Act, establishing a United States Cadet Nurse Corps, which operates under the Public Health Service.

Under the provisions of this act, Federal aid is made available for students to take an accelerated nursing course ranging from 24 to 30 months. Federal funds may be used for maintenance for the first 9 months for all students who join the Cadet Nurse Corps. During this period students are known as precadet nurses and are given concentrated instruction and supervision. The act also provides scholarships and a monthly allowance for all students of the Corps. Scholarships cover tuition and all other fees charged by the school and include the cost of books and the school uniform.

In return for advantages received through the Corps, Cadet Nurses must promise that, health permitting, they will remain in essential nursing for the duration of the war. The choice of which essential service is theirs. They are not required to pledge themselves to military service.

Almost 2,000 young Negro women have joined the Cadet Nurse Corps. They represent all but about 600 of the total number enrolled in all schools of nursing admitting Negroes. Of these student nurses, 1,600 are studying in 20 all-Negro schools; the rest are enrolled in schools having both white and Negro students. At the end of one year of the Corps' existence, it was reported that 33 schools of nursing of a possible 55 that admit Negro students have qualified under the Federal program. Five collegiate schools are operating now to prepare young Negro women for administrative, supervisory, and educational positions in the nursing field.

The effect of Federal aid on Negro nursing enrollments is clearly indicated at Freedman's Hospital in Washington, D. C. Freedman's, a Negro school of nursing, had an enrollment of 77 student nurses in 1939 and 78 in 1942, but in 1943, the year the Bolton Act was passed, the enrollment went to 116 and in 1944 jumped to 166.

Directors of schools of nursing admitting Negroes see the Corps as accomplishing a twofold service: It is enabling young women who finish high school to enter a professional field, and it is enabling schools of nursing to set higher scholastic standards.

Another progressive step was that taken by Sydenham Hospital in New York City when it announced in December 1943 that it would admit any qualified Negro into the ranks of its internes, resident physicians, surgeons, and nurses, and that Negroes also would be represented on its board of trustees. Thus Sydenham has become the first voluntary hospital in the United States to function on a completely interracial basis. The reorganization of the hospital was carried through by an interracial committee organized by the New York Urban League. Among those commenting favorably on Sydenham's action was the Medical Society of the County of New York, which passed a resolution urging the acceptance of a similar policy by all voluntary hospitals.

Women's Army Corps.

Of the first 436 women to become officers in the WAAC (now WAC), 36 were Negroes. By January 1945 there were 120 Negro officers and 3,900 enlisted Negro WACS. In the course of their service, many WACS are being given new training. In some cases this covers work not previously done by women. Negro WACS are competently filling jobs ranging from pharmacist to graphotype-machine operator.

"I just had to sell my share in the drug store and get into a uniform before I could feel right," said the only Negro WAC on duty at the Station Hospital at Fort Dix, N. J., who qualifies for her job as a pharmacist. Now a sergeant, in civilian life she was co-owner for 4 years of a city drug store and secretary of a druggists' association.

Thousands of letters and parcels, incorrectly addressed, never would reach the soldiers for whom they are intended if it were not for the job Negro WACS are doing in the post office at Camp Breckinridge, Ky. These "detectives" of the post locator department deal with wrong spelling, incomplete addresses, poor handwriting, and whatever else comes up to interfere with speedy delivery of the soldiers' mail.

Using a spray gun to paint names, numbers, and insignia on various types of Army vehicles is one of the jobs of a Negro sergeant and a private serving in the Ordnance branch at the Automotive General Maintenance Shop at Camp Breckinridge. Other Negro WACS in this camp are assigned such jobs as cleaning and inspecting spark plugs for Army motor vehicles, painting jeeps, staff cars, and trucks. One Negro WAC operates a graphotype machine to produce the metal identification plates, commonly referred to as "dog tags."

Servicing trucks is the job of a Negro WAC at Fort Huachuca, Ariz. Another Negro WAC operated a mimeograph machine at the station hospital, while other WACS at Fort Huachuca have served in such varied capacities as switchboard operator, officer worker, cook. The first Negro WAC unit to be sent overseas arrived in England in February 1945. It is serving as a postal battalion for the European theater. A total of 24 officers and 677 enlisted women are in the unit.

Women's Naval Reserve.

On October 19, 1944, the Navy Department announced that Negro women would be accepted in the Women's Reserve, U. S. Naval Reserve. The Navy's statement is quoted here:

> The President today approved a plan submitted by the Navy Department providing for the acceptance of Negro women in the Women's Reserve of the Navy. The plan calls for the immediate commissioning of a limited number of especially qualified Negro women to serve as administrative officers. They will assist in the subsequent planning and supervision of the program for Negro women which will be administered as an integral part of the Women's Reserve. Enlistment of Negro women will be undertaken as soon as these plans have been completed . . . Officer candidates and enlisted women will be trained at existing schools for the training of WAVES. The number to be enlisted will be determined by the needs of the service.

American Red Cross.

Some 200 Negroes, the majority of them women, were in Red Cross overseas work late in 1944. They were in every theater of war—in Great Britain, Italy, France, North Africa, South Pacific, Australia, and the India-Burma-China theater. Bending their varied talents toward the single vital objective of backing up America's fighting men, these women have shelved their peacetime activities for the duration. They were appointed as assistant club directors, staff assistants, assistant program directors, and personal-service directors at overseas military stations.

In this country by the middle of 1944 the Home Service Division of the Red Cross was employing Negro women as case workers and in clerical jobs in a great many cities of the United States. In Chicago alone more than 100 Negro women were so employed. Among the other cities where Negro women were on the Red Cross home-service pay rolls are Savannah, Birmingham, New Orleans, Dallas, St. Louis, Louisville, Columbus, Cleveland, Evansville, New York City, Brooklyn, and Washington. Negro women have worked in the Home Service Division both at the District of Columbia Chapter and at National Headquarters of the Red Cross, in the latter only since late in 1944. Some dozen were employed there as stenographers, and as junior and senior correspondents.

STATUS IN 1940 AND IN 1944 [2]

In 1940.

Generally speaking, women who have jobs or who are looking for work must earn their own living or help in the support of their families. This is especially true of Negro women. The income of the Negro family is much lower than that of the white and the woman's earnings are very much needed. According to a study made by the National Resources Committee, the median income of white families in the rural South in 1935–36 was more than twice as high as that of Negro families, the median for white families being $1,100 and that for Negro families $480. In the urban South white incomes were three times as high, on the average, as Negro incomes; white families' incomes had a median of $1,570, while that for Negroes was $525. In 3 large north-central cities the median income of white families was almost 60 percent higher than that of Negro families, the median for white families being $1,720 and that for Negro families $1,095.

In 1940 nearly 2 in every 5 Negro women, in contrast to 2 in every 8 white women, were in the labor force. A little over 1½ million (1,542,273) Negro women, of a total of 4,785,233 Negro women 14 years old and over, were employed in 1940; 60,168 were on public emergency work and 178,521 were experienced workers seeking jobs.

Over a million Negro women, constituting 70 percent of all Negro women employed in 1940, were in the service occupations, according to the census for that year. An enormous number of these women—about 918,000—were employed in private families, and some 98,000 were cooks, waitresses, and other such service workers elsewhere than in private homes. The remaining 60,000 workers in service trades were in miscellaneous personal-service occupations, such as beauticians (14,800), boarding-house and lodging-house keepers (13,600), charwomen and janitors (12,400), practical nurses (11,000), housekeepers and hostesses (3,000), and elevator operators (3,300).

Agriculture employed the next largest number of Negro women. About 245,000 were agricultural workers in 1940, of whom some 128,000 were unpaid family workers. Over 70,000 were paid farm laborers and foremen. More than 46,000 were farmers and farm managers.

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[2] Source of information: Bureau of the Census.

Practically 66,000 Negro women were engaged in professional and semiprofessional work, teachers accounting for 50,000 of this number. In addition, some 900 were college presidents, professors, and instructors, while 95 were artists and art teachers. The nearly 6,700 trained nurses and student nurses ranked next in this classification, and the 1,960 musicians and music teachers ranked third. Almost 1,700 were social and welfare workers. More than 120 were dentists, pharmacists, osteopaths, or veterinarians, and 129 were physicians and surgeons. Nearly 200 were actresses and over 100 were authors, editors, and reporters. Thirty-nine were lawyers and judges. Four hundred were librarians.

Practically 11,000 Negro women were proprietors, managers, and officials in lines other than farming; more than 4,800 of these were in eating and drinking places and more than 3,900 in other trade enterprises.

Sales and kindred workers in general numbered 7,600; agents, brokers, etc., accounted for 1,300, saleswomen 5,300, and canvassers, news venders, and the like the remaining 1,000 and more.

Clerical and kindred workers were an important group, numbering more than 13,000. Stenographers, typists, and secretaries aggregated 4,100; bookkeepers, accountants, and cashiers 2,100; and clerks not specified 6,500. Only 92 were reported as operators of office machines, and only 267 were telephone and telegraph operators.

Operatives and kindred workers numbered more than 96,000 of the Negro women reported. Not far from 36,000 were in manufacturing, the chief groups being 11,300 in apparel and other fabricated textile products, 11,000 in tobacco manufactures, and 5,600 in food and related products. About 7,200 were reported as in nonmanufacturing industries and services. Also in the operatives' total were the 11,300 dressmakers and seamstresses not in factories, the 39,300 laundry operatives not in private families, and 2,800 other women.

Government service employed approximately 8,300 Negro women. Of this number, not far from 1,000 were in the Postal Service; 218 were in national defense, and over 7,000 were classified only as "Government."

Changes, 1940 to 1944 [3]

The employment of Negroes in civilian jobs increased by almost a million between April 1940 and April 1944. Six hundred thousand of this increase was in women's employment. During this 4-year period the employment of Negro women rose from 1.5 million to 2.1 million. Their employment increased by 40 percent, in contrast to a 51-percent gain for white women.

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[3] This analysis of the industrial and occupational distribution of employed Negro women is based on Bureau of the Census data published in the *Monthly Labor Review* for January 1945. Data from the April 1940 decennial census are compared with April 1944 census data shown by the Monthly Report on the Labor Force. The 1944 data are based on a sample of a comparatively small number of persons and are subject to a larger sampling error than the national totals for 1940, and for this reason absolute numbers are not given in all cases.

	Negro		*White*	
Percent employed women were of—	*1940*	*1944*	*1940*	*1944*
All women of their racial group 14 and over	32.2	40.2	21.0	30.8
All employed women 14 and over	13.8	12.5	85.9	87.5
All employed persons of their racial group 14 and over	34.4	39.6	23.6	32.1
All employed persons 14 and over	3.4	4.1	21.2	28.8

Most dominant changes in Negro employment during the 4 years were a marked movement from the farms to the factories, especially to those making war munitions, and a substantial amount of upgrading, but there was little change in the proportions occupied in unskilled jobs.

Slightly over 7 in every 10 employed Negro women were in some service activity in April 1940. The great majority of these (918,000) were domestic employees. After 4 years there was only a slight decrease in the proportion in the services, though a significant internal shift had taken place. While the proportion of domestic employees showed a marked decrease, those occupied in such personal services as beautician, cook, waitress, etc., showed a corresponding increase. The actual number of Negro domestic workers increased slightly between 1940 and 1944, the number in these occupations rising by about 50,000, but this addition was not sufficient to offset the decline of 400,000 among white domestic employees.

As before stated, for both Negro women and men the most definite occupational shift was from the farm to the factory. The proportion of Negro women on farms was cut in half in the 4 years. In April 1940, 16 percent of all Negro women in the labor force were on the farms; 4 years later only 8 percent remained, and the number employed on farms had decreased by about 30 percent.

While the total number of Negro women employed had increased by about a third, the number employed as craftsmen and foremen and as factory operatives almost quadrupled.

For both Negro women and men the greatest gain in employment opportunities came in skilled and semiskilled factory operations which few had performed before the war. Consequently, for a great many Negro workers this is the first opportunity to demonstrate their ability to perform basic factory operations in such capacities. Negro women's employment increased not only in the munitions factories but in food, clothing, textiles, leather, and all other manufacturing. The greatest increase was in the metals, chemicals, and rubber group. Fewer than 3,000 Negro women were employed in this group in April 1940; 4 years later 50 times as many were so employed.

In the other major occupational groups the percentage increases were large, but the numbers involved were not sufficient to have much effect on the occupational distribution of Negro women. The number working as proprietors, managers, or officials trebled. Those working as saleswomen almost doubled, while those engaged as clerical workers rose to a number five times as great as before.

The proportion of Negro women in the professional and semiprofessional fields decreased slightly, but there was a small increase in numbers.

There was a notable increase in Negro employment in Government service (Federal, State, county, municipal). In April 1944 about 200,000 Negroes were employed in this field in contrast to fewer than 60,000 in the same month of 1940.

The 1940 major occupation groups are not comparable with those for preceding decades because of the changes in occupational classifications. However, there has been developed a classification on the basis of social-economic groups, which permits tracing broad occupational levels. Social-economic groupings are not the same as the major occupation groups used elsewhere in this report. Though titles may show similarity, for a specific social-economic group some occupations are omitted and others added, as compared with the occupation group it resembles. The 1940 data include the employed, the experienced seeking work, and those on public emergency work; the distribution in the various social-economic groups has been estimated. For the decades before 1940, figures are for "gainful workers." The following table shows the social-economic grouping of Negro women, 1910–1940:

Social-Economic Grouping of Negro Women, 1910–1940 [1]

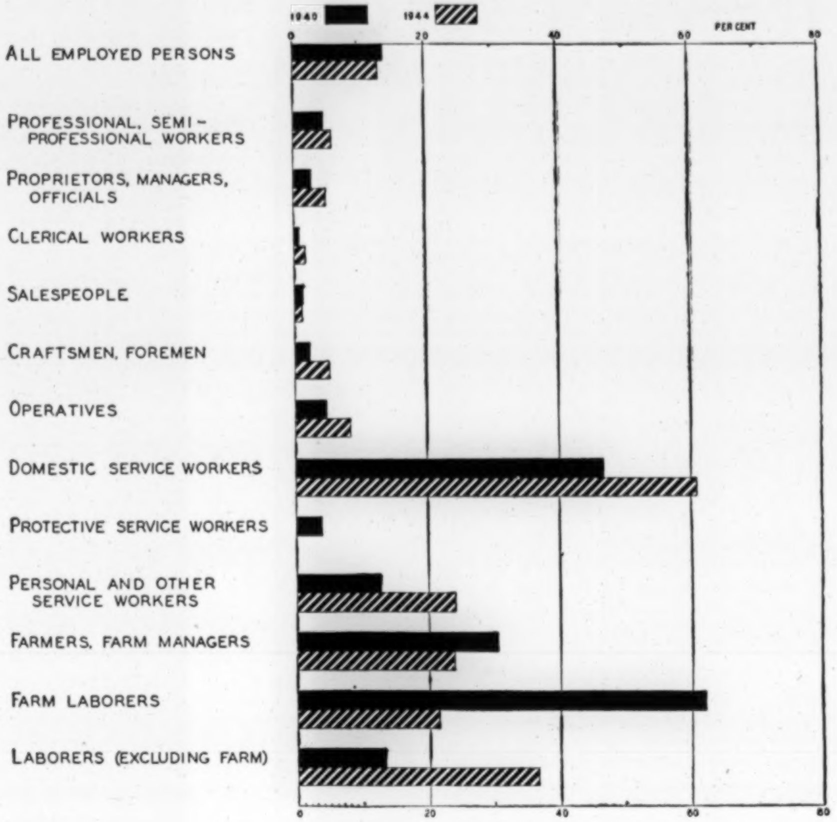
Social-economic group	Number of women				Percent distribution			
	1940 [2] (estimated)	1930 [3]	1920 [3]	1910 [3]	1940	1930	1920	1910
Total	1,780,962	1,840,642	1,571,289	2,013,981	100.0	100.0	100.0	100.0
Professional persons	72,856	60,155	37,684	28,833	4.1	3.3	2.4	1.4
Proprietors, managers, and officials:								
Farmers (owners and tenants)	46,743	76,422	80,429	79,931	2.6	4.2	5.1	4.0
Wholesale and retail dealers, and other proprietors, managers, and officials	11,085	10,302	7,439	6,621	.6	.6	.5	.3
Clerks and kindred workers	29,765	20,531	15,048	6,772	1.7	1.1	1.0	.3
Skilled workers and foremen	2,419	1,375	1,877	1,031	.1	.1	.1	.1
Semiskilled workers	284,858	186,007	140,955	109,679	16.0	10.1	9.0	5.4
Unskilled workers:								
Farm laborers	209,411	418,841	530,823	970,494	11.8	22.8	33.8	48.2
Other laborers	19,523	30,922	41,981	16,713	1.1	1.7	2.7	.8
Servant classes	1,104,302	1,036,087	715,053	793,907	62.0	56.3	45.5	39.4

[1] Source of information: Bureau of the Census. A Social-Economic Grouping of the Gainful Workers of the United States, by Alba M. Edwards (1938); and The Labor Force (Sample Statistics), Usual Occupation, 1940.

[2] Distribution estimated; labor force (except new workers) 14 years old and over.

[3] Gainful workers 10 years old and over.

Percent of Negro Women Among Total Employed Workers in Specified Occupational Groups, April 1940 and April 1944 [1]



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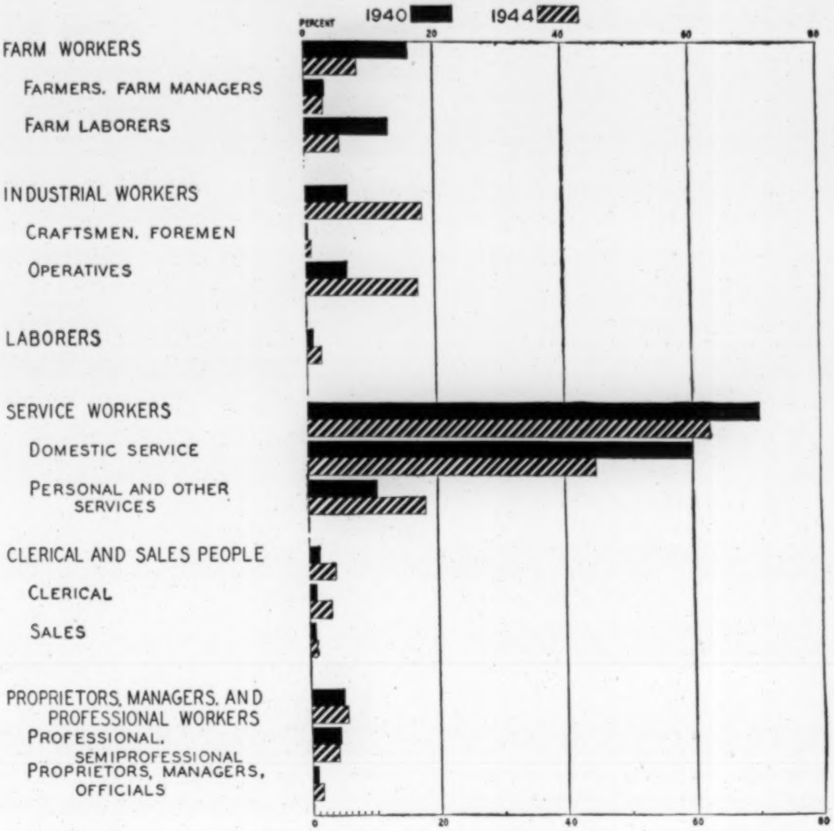
[1] Source of information: Bureau of the Census.

Percent Distribution of Employed Negro Women, by Occupation, April 1940 and April 1944 [1]



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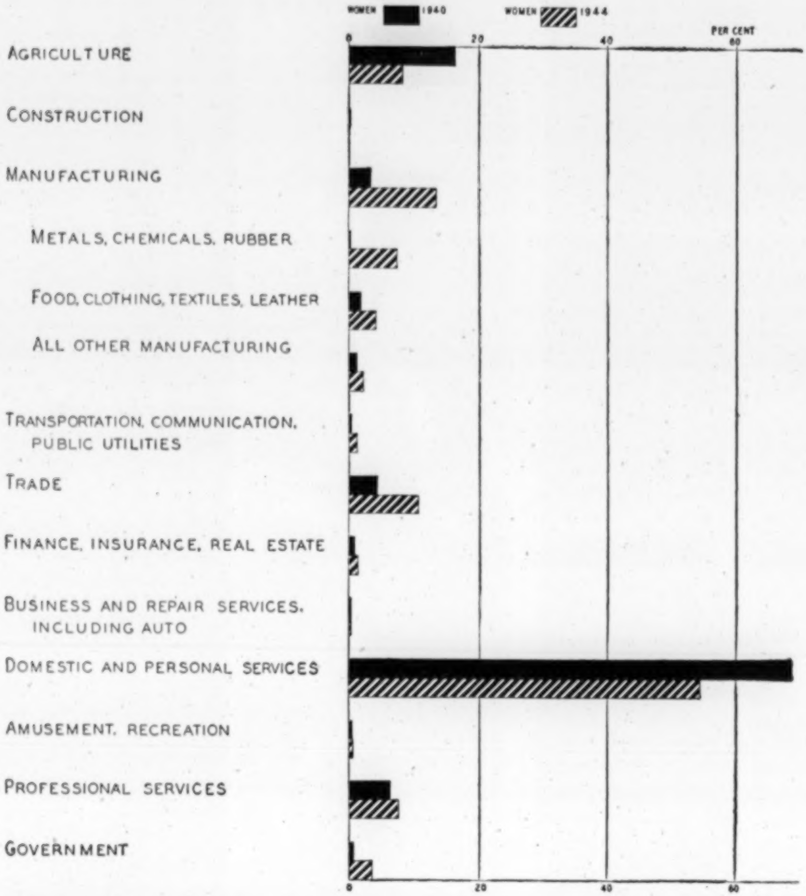
[1] Source of information: Bureau of the Census. Protective service, less than 0.05 percent.

Percent Distribution of Employed Negro Women, by Industry, April 1940 and April 1944 [1]



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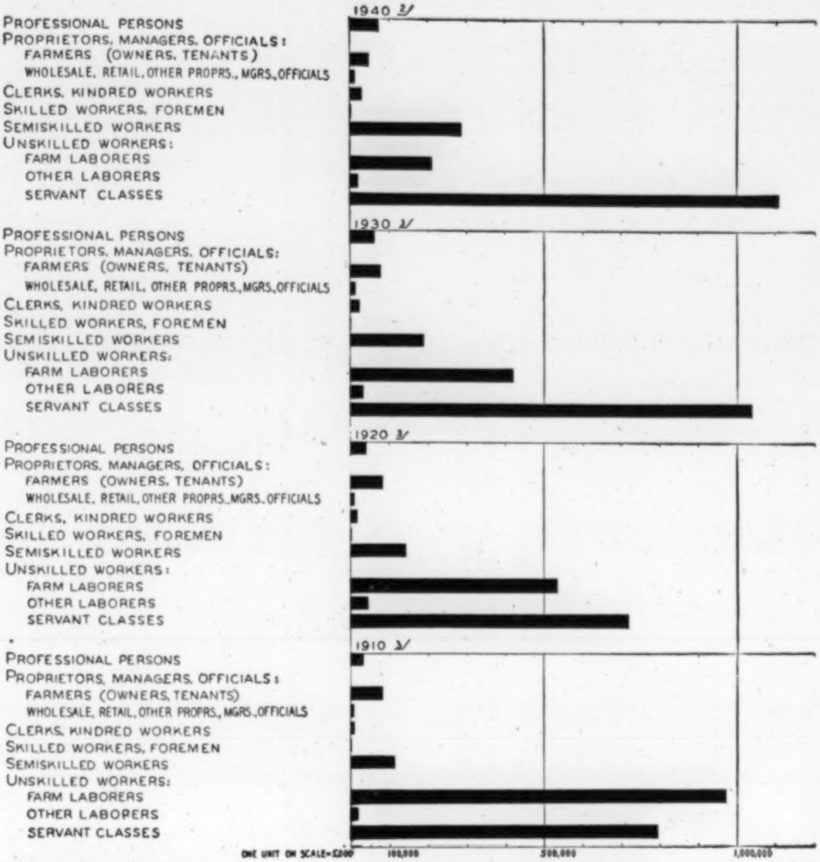
[1] Source of information: Bureau of the Census. Less than 0.05 percent of all Negro women were in forestry and fishing, in mining, and (in 1944) in construction.

Numbers of Negro Women in Specified Social-Economic Groups, 1910–40 [1]



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[1] **Source of information: Bureau of the Census. A Social-Economic Grouping of the Gainful Workers of the United States, by Alba M. Edwards (1938); and The Labor Force (Sample Statistics), Usual Occupation, 1940.**

[2] **Distribution; estimated labor force (except new workers) 14 years old and over.**

[3] **Gainful workers 10 years old and over.**

News Releases

ADVANCE RELEASE

ADVANCE RELEASE : for THURSDAY AFTERNOON Papers, January 28, 1943
Davis-WMC 2034

OFFICE OF WAR INFORMATION

WAR MANPOWER COMMISSION PM-4291

With employment stabilization agreements already in effect in more than a score of cities, and under development in more than 60 other labor shortage areas, the War Manpower Commission today pointed to the Louisville, Ky., area as an outstanding example of the results that can be achieved under such voluntary plans.

Turnover, labor piracy, and absenteeism in the Louisville area have been substantially reduced through the employment stabilization plan adopted there on November 9, Commission Chiarman Paul V. McNutt, said.

Preliminary figures based upon figures from 21 firms which employ about one-third of all war workers in Louisville indicate that turnover was cut more than 50 per cent in the first sixty days following the adoption of the plan.

"I consider the Louisville Employment Stabilization Plan to be an outstanding demonstration of what employers and workers can do in solving manpower problems locally," Chairman McNutt said.

The plan was put into effect after the careful development of a program by the Area Management-Labor War Manpower Commission Committee which represents employers and labor organizations of the Louisville area. Union leaders have taken the lead in explaining the plan to their members. Business and industrial organizations have recognized their responsibility under the plan and conducted a city-wide campaign to obtain voluntary compliance from all employers. The Louisville press, recognizing the basic war manpower needs involved in the program, has taken the lead in interpreting the plan to the general public.

Piracy, the War Manpower Commission statement says, has been practically eliminated. In the few instances reported since the program went into effect, the employer has released the worker on the request of the United States Employment Service. Interested employers themselves police this phase of the program and the plan provides machinery by which protests against piracy can be translated into action.

Absenteeism, much of which was caused by job shopping, has been considerably reduced as a result of general decrease in turnover.

The plan as worked out by management and labor in collaboration with the Area War Manpower Commission Director, Mr. H. H. Hansbrough, and approved by Regional Director Robert C. Goodwin, prescribed hiring restrictions and procedures for the area. Employers are required to hire only through the U. S. Employment Service and approved hiring channels.

Workers changing jobs are required under the plan to obtain a certificate of separation from their employer or from the U. S. Employment Service. That certificate is granted if a good reason is shown. Appeal machinery was established through the Area War Manpower Commission Committee to insure a fair and equitable application of the regulations.

Experience in the first sixty days of the plan demonstrated the effectiveness of this machinery for reviewing the cases of workers who wish to transfer but had been refused certificates of separation.

In these cases a review unit set up in the U. S. Employment Service fully investigates the circumstances surrounding each case and explains orally and in writing to workers and employers why the certificates were refused or granted.

Nine hundred and fifty such cases were reviewed in the first sixty days following the inauguration of the plan. About 100 to 125 review cases each week are handled. Only one per cent of these are appealed to the Area War Manpower Committee.

Certificates of separation have been granted to 60 per cent of all workers who have applied to the United States Employment Service. One-third of all workers who have applied for certificates have been referred back to the employer for the satisfaction of both parties. Only 7 percent of all workers who applied for certificates of separation refused to comply with the terms of the plan.

The issues involved in review cases were stated as follows:

Total	100 percent
Worker employed beneath his skill	35 "
Pay unsatisfactory, but not substandard	19 "
Compelling personal reasons	16 "
Worker quits	10 "
Worker employed less than full time	9 "
"Substandard" wages, hours, or conditions	7 "
Distance from work	3 "
Critical worker not in essential industry	1 "

The War Manpower Commission's statement declared that the Louisville program has made a major contribution to the solution of acute manpower problems by the cooperative action of local management and labor. These local programs follow the outline laid down in employment stabilization plans recommended several months ago by the national Management Labor Committee of the War Manpower Commission. The continuing evaluation of this and other plans is now in progress in order that the administration of these plans can be constantly improved.

Mr. McNutt also pointed to the following:

1. An increased volume of employers' orders for workers in skilled shortage occupations indicates that most critical workers are transferring through the U. S. Employment Service when they change jobs.

2. There has as yet been no concerted program for transferring workers on a controlled basis and for controlling in-migration of workers. In line with the War Manpower Commission policy, the Area Management Labor War Manpower Committee is studying when and how these steps should be taken. The decision as to their application will be made by the Area War Manpower Director in collaboration with the Management-Labor Advisory Committee----not from Washington.

3. In addition to actually reducing turnover, the employment stabilization program has been effective in leading many employers to improve their own personnel policies and programs. Since each worker must approach his employer in an effort to secure a certificate of separation, a number of employers have instituted a system of "quit interviews." It is expected that as this system develops it will lead to further reduction in turnover.

4. The Louisville Employment Service office, which formerly handled about 20 per cent of war placements, handled approximately 50 per cent of the of the war industry placement during December.

5. The New Albany, Indiana, office was placed under the direct supervision of the Louisville office permitting a unified management for the total industrial area.

NUTRITION

The More You Eat, The More You Produce

SAN FRANCISCO, Feb. 6 (FP)—Workers who eat more, produce more. That's the conclusion drawn from a scientific experiment conducted by two Yale University professors and disclosed in a report by the Bureau of Industrial Health of the California Health Department.

The professors compared for a period of two weeks groups of workers who ate three meals a day with those who had two extra small meals at mid-morning and mid-afternoon. They found out:

Productivity increased as much as 9.7 per cent among workers fortified by the extra snacks. Absenteeism declined generally 38.9 per cent and in some cases as much as 69.6 per cent among workers on the five-meal schedule.

oup To Pie---
lothing In Between

LOS ANGELES, Feb. 6 (FP)—Soup to nuts was slimmed wn to soup and pie for 7,000 shipyard workers at the Los geles Shipbuilding & Drydock Corp. in San Pedro one day t week.

hose two items were the only s available at the local cafeteria, ich threatens to close down rtly because it can't get meat or stitutes, Rep. Walter S. Pollard of the Industrial Union of Ma- e & Shipbuilding Workers, CIO, te U. S. Food Administrator ude Wickard.

iets of the workers at the Lockheed and Vega airplane plants are equally incredible, the American Aeronaut, publication of Lodge 727, Intl. Assn. of Machinists (AFL) reveals.

"The hot dog stands of 'Ulcer Gulch' on Empire Ave. are as bad as the leased places within the Lockheed or Vega plants," it comments.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

N31 - MCR

I. Length of Lunch Period for Women Production Workers in Selected War Industry Plants

Length of Lunch Period	Number	Percent
Total plants	183	100.0
No regular lunch period	3	1.6
Less than 30 minutes	23	12.6 (Paid for)
30 minutes	139	76.0 (Pd. for in 16 plants)
40 minutes	2	1.1
45 minutes	9	4.9
1 hour	7	3.8

Source: Data from unpublished Women's Bureau studies made in 1942 and 1943. The plants surveyed covered over 20 war industries, located in 36 States, and employed nearly 300,000 women on production.

II. Length of lunch Period for Women Production Workers in Selected War Industry ~~in New~~ Jersey - Summer of 1942

Length of Lunch Period	Number	Percent
Total plants	127	100.0
No regular lunch period	5	3.9
Less than 30 minutes	8	6.3 (Paid for)
30 minutes	77	60.7 (paid for in 6 plants)
45 minutes	7	5.5
1 hour	26	20.5
Varies with department	4	3.1

Source: From Women's Bureau survey of New Jersey War Industry Plants - where war contracts accounted for 50 percent or more of production. The survey covered 12 major industries in plants employing approximately 60,000 factory women.

Index
Nutrition

WAR FOOD ADMINISTRATION
Food Distribution Administration
Nutrition and Food Conservation Branch
Washington 25, D.C.

HELP REDUCE AMERICA'S WASTE LINE!

A Food Conservation Job for Local Clubs

I

After 20 years of wrestling with food surpluses the Government is now calling upon every club and organization in the United States to help mobilize the public behind a campaign to save food. Why?

Despite shortage of farm machinery and farm labor, American farmers for the past 3 years have answered the Department of Agriculture's call for more food by progressively stepping up food production. In 1942, aided by favorable weather, they produced an all-time record crop -- 27 percent more food than the average for the pre-war years 1935-39. Why hasn't this been enough?

The answer is that production alone is not enough. Agriculture has tried to increase production another 5 percent in 1943 with increased acreages, farm labor deferments from military service, increased allotments of farm machinery, and other measures. Unfavorable spring weather and floods interfered. True, Victory Gardens have added to the total supplies. Farm goals for 1944 contemplate still further increases. But the fact is, no matter how much food the Nation's farmers are producing, the demand grows more rapidly than the supply.

The increased demand has come in three main categories: military, civilian and lend-lease. Our armed forces by the end of this year will exceed 10 million men. Many of these men went into the army from food producing, food processing, or food distributing jobs. All of them eat more in the armed forces than they did as civilians. Men in service get 5¼ pounds of food a day; civilians average 3½ pounds. No one will grudge them this, for we all recognize that our soldiers need more. And with more of our troops overseas, in all corners of the globe, supply lines must be extended. This calls for increased shipments, longer reserves.

At the same time the needs of our fighting Allies have increased. While the English were fighting off the German blitz attacks of 1940 and 1941, they were increasing the amount of food they raised and cutting down the amount they ate. By planting gardens in bombed-out city blocks and in the grounds of Buckingham Palace, by draining swamp lands and plowing up pastures, the British increased the proportion of their food which they raised themselves from one-third to two-thirds. On the other hand their armies have also expanded and their food needs likewise.

Soviet Russia which has suffered greater casualties than any of the United Nations has also suffered most heavily in production capacity. In the first year of Nazi attack Russia lost her "bread basket" - the Ukraine - which produced 60 percent of her peacetime food. In the summer of 1942 her second great granary in the Kuban and Caucasus was overrun before the harvests could be gathered. She suffered the same problems of farm manpower as we, as her armies swelled to hold back the Nazi flood. Russian rations are low. Leningrad, a city the size of Chicago, during 2 years of siege had its food line cut to a tiny dribble of supplies that could be brought over the ice of Lake Ladoga, and lost a million men, women, and children--mostly through starvation. With Russian soldiers responsible for knocking out more Nazis than all the rest of the United Nations combined, we can ill deny them the food they desperately need.

To Russia and England combined we sent only 6 percent of our 1942 production. In 1943 it will be more, but still only about 12 percent of our total supplies. Realizing that every support we can give our Allies reduces the amount of fighting our own soldiers will have to do -- and that, despite rationing, our food allowances are still far higher than our Allies' -- most Americans will take it with the same "thumbs up" as the British, and with the same grim determination as the Russians: "Nichevo" - "what does it matter?"

Nor can we forget the starving people of Athens and Warsaw, of Czechoslovakia and France, or Norway and Yugoslavia. These people have borne the horrors of total war for 4 years. It is not only good humanitarianism to store up food so that at the first opportunity we can send it to them. It is good military and political strategy as well. As these nations are liberated, one by one, we want them to become effective fighters on our side. Until that time, nothing else can so inspire their will-to-resist as the assurance that the day of liberation will bring American ships and trucks loaded with food. To make good on such a promise of food is up to us civilians here at home. When we realize that food saved will mean the saving of lives of our soldiers who must clamber out of landing barges to storm the guns of Hitler's fortress of Europe, we shall make good!

The greatest increase in demand for food, however, has come from our own civilian population. Civilians are eating more, as a group, than they ever have before, although with rationing, upper income families are eating less. Despite rationing, higher prices, and temporary shortages, most American families have been buying more and more food. In 1942 less than 13 percent of the food we produced went to either our own armed forces or Lend-Lease shipments.

With a 27 percent increase in production over the period 1935-39, that meant that our own domestic consumption had increased 14 percent.

More people were working. Our unemployed shrank from around 8 million to about one million. More people had more money to spend. Higher hourly wage rates, longer hours, and steadier employment swelled weekly and annual earnings. At the same time, there were fewer things to buy. The goods civilians normally would have purchased (automobiles, radios, refrigerators, furniture) were disappearing from the market. Billions of dollars of their income went into war bonds, savings, and the payment of debts -- but not nearly enough to make the difference between the 65 billion dollar national income in 1936 and the 116 billion dollar income in 1942. Higher prices took their share of the remaining margin. But there was still a large amount of excess earnings available and food was the most plentiful of the consumer goods left to absorb them. Legitimate merchants all over the country felt the pressure of greatly increased demand. More people started eating in restaurants. And when rationing finally became necessary, black markets arose to supply people who valued their appetites above their country. Through all these channels an unprecedented amount of food went to civilians.

II

It is clear that if we are to have enough food to meet all our needs -- military, civilian, and allied -- rationing is necessary. But there is another resource we have not yet tapped. Thirty percent of the food we produce appears to be wasted! The big and little dribbles all along the line, from farm to garbage can, today constitute our biggest reserve of food. This seems incredible but it is so.

For so many years we have had such an abundance of food that we have developed deeply ingrained habits of waste. For years we were plagued by farm surpluses. There was little incentive to eliminate waste. Some food was left rotting in the fields, some wasted in transit, some in warehouses, some in store, and even more in restaurants and homes. And though rationing and higher prices have caused some reduction in waste, many of our wasteful peacetime practices and habits still persist. Thirty percent -- almost one pound of food in every three is allowed to spoil or is thrown away! One-third of our food production facilities working at top pressure to produce food that we never use! America in the midst of a hungry world wasting the precious commodity every other nation lacks! Here is a challenge we all must face.

Organizing an attack upon food waste is a new job for the American people. As individuals we may have been frugal in many respects, but our eating habits have been developed in a pattern of plenty. As compared with other nations we have never had to exercise unusual care to prevent leakages of food. Usually food has been cheaper than labor, so we developed careless shortcuts in the handling of food which saved time at the expense of wasted supplies. We have scorned to harvest off-grade or low-quality crops. We have developed standards of retailing based upon "Sell the best, discard the rest." In our homes, we have guided our food management by the rule of "Please the palate!" We have made our sinks and garbage cans the best fed members of the household. We have peeled, and sorted, and scraped from our plates an average of 15 percent of all the food we have brought into our homes.

Yes, these are the facts. Let's examine the home food wastage more carefully, to see how it occurs. The average housewife will claim in all good faith that she wastes practically no food at all. Some careful surveys that have been made, however, point to an average household waste of 15 percent. Let's look at some of them:

1. A study of 48 cities made by the American Public Works Association in 1939 showed the amount of edible garbage collected for each. The amount varied from a maximum of 552 pounds per person per year to 70 pounds per person per year, with half the cities reporting over 235 pounds per person per year (or 0.65 pounds per person per day) with a normal range of from 177 pounds to 333 pounds.

2. A study made in 1939-40 by the Bureau of Agricultural Economics, covering 247 cities for a full year, showed an average of 302.2 pounds of edible garbage per person per year, or 0.83 pounds per person each day.

3. "A Survey of Family Spending and Saving in Wartime" made by the Bureau of Human Nutrition and Home Economics in 1942 indicated a per capita purchase of 1,462 pounds of food per year, or about 4 pounds per day. A wastage of 0.65 to 0.83 pounds per day, as indicated by the garbage studies cited, would represent 15 to 20 percent of the food consumed. Not all the garbage is strictly edible — but neither is all wasted food collected as garbage. The two factors would tend to cancel one another. The wastage may be conservatively estimated in the home at about 15 percent.

Of what does this food waste in the home consist? It is caused by:

1. Unplanned buying -- resulting in too much of some kinds of food.
2. Improper storage -- food stored at too high or too low a temperature will spoil easily.
3. Failure to plan use of left-overs -- the refrigerator is often merely a "way station on the road to the garbage pail."
4. Unpalatable preparation of food.
5. Over-generous serving of food -- especially to children and guests. "Company dinners" are typically wasteful.
6. Failure to utilize all portions of food, as:
    a. Peeling potatoes results in the discard of from one-fourth to one-tenth of the weight and even more of the vitamin and mineral values.
    b. The beet tops are more nutritious than the roots, yet are seldom used.
    c. The most nourishing leaves of the cabbage and lettuce are the outer leaves -- yet they are seldom used.
    d. The skin of vegetables is palatable and nutritious, yet it is discarded and the less valuable inner parts are eaten.
    e. Many people discard the heels of a loaf of bread -- thus throwing away one-tenth of the loaf. Consider how much more bread is wasted by careless toasting, by bread mold, and by simply throwing away pieces which have been taken on the plate. If every American family wasted only one slice a week (and the real wastage is far greater) it would make 100 million loaves a year. Every religion

includes a prayer for daily bread — yet we are very wasteful of it.

f. A little dab of butter here and there gets thrown away — never very much, but if every American civilian would save half an ounce of butter a week it would provide enough butter for our entire army as constituted in 1942.

g. How much needless food waste is caused by our rules of etiquette? Can we afford, in wartime, to refuse to let Johnny pick up the bone in his fingers and gnaw off the last shreds of meat? Is it really good etiquette not to tip your soup bowl to get the last two or three spoonfuls? With a shortage of fats, what's wrong with using bread to sop up the gravy on the plate? Can we afford to prepare and serve more food than the guests will eat just to keep up the reputation of the "bountiful hostess"?

h. Squeeze your grapefruit dry! Just one cupful of grapefruit juice provides approximately a full day's requirement of vitamin C. When you fail to squeeze out the juice after eating the pulp as much as a quarter of the value you paid for may be wasted.

We can imagine the outcry that would ensue if all grocers required each shopper to throw 15 cents of every dollar into a hopper at the front of the store where it would be chewed up and discarded. Yet what actually happens is worse. The money is spent for food to be wasted. Labor is required to grow, harvest, and process that wasted food. Transportation and warehouse facilities are required to get it to market. Retail clerks must package, display, and sell it. Garbage trucks and men must be employeed to pick it up and haul it away. Finally, where to put the garbage after it is collected has proved to be one of the major problems many cities have to solve. Stinking garbage piles greeting visitors on the outskirts of town -- rivers polluted by spoiled food -- or expensive incinerators for burning this wasted food are three possible results of buying food which is not eaten.

What kinds of food are thrown away? The Sanitary Engineering Research Laboratory of New York University in 1940 conducted a study of five refuse dumps in New York City, from August 3, 1939, to October 22, 1940, separating the edible garbage from the refuse as brought in by 168 truck loads, and analyzed the edible garbage to determine its contents. They found the following percentages, measured by weight:

Baked goods (bread, cake, pastry)	13.9 percent
Vegetables (beet, carrot, potato, etc.)	27.0 percent
Citrus (grapefruit, lemon, orange, lime)	29.1 percent
Greens (beet-top, cabbage, celery, lettuce, etc.)	22.9 percent
Meats, bones, fish.	7.1 percent

III

It is obvious that a vigorous and concerted drive is needed to reduce this criminal wastage of food. The biggest objective of this food conservation campaign is to make every one of us realize the importance of the little bits and driblets of food we waste. Few families throw food away in pound, or quart, or bushel lots. Because our food waste is divided into such small quantities and is concealed in our food-management practices, we are likely to overlook our own share of responsibility for it. But our garbage cans tell the tale. Week after week they continue to fill up. And every family knows the problem that results if the garbage collection should be a day or so late. Only by preventing food waste in ounces can we save the millions of tons they cumulatively represent.

The over-all national drive against food waste is just getting under way. It will undoubtedly change, develop, and expand as it goes on. Since food conservation is something new on the American scene, the methods have to be worked out and refined as the problems are met. Every community will have its own problems of food waste, and it will be up to local leaders to devise solutions that will work. Meanwhile, there are various food conservation projects in which every local community has a part to play.

The Clean Plate Club. Test campaigns are being conducted now in some sections of the country to develop a "clean plate pledge" campaign. Local clubs can lend their support by giving it publicity and by pledging their membership to clean up their plates at every meal. Essay contests and radio programs may become integral parts of this campaign in many areas. These contests and programs will need to be organized and sponsored by responsible clubs.

School food conservation program. Through the U.S. Office of Education and State departments of education, elementary and high schools all over the country are being asked to introduce into the curriculum, wherever they properly can, studies of food wastage and food conservation measures. Elementary and high school pupils will be making food conservation posters, writing essays and giving speeches on how to save food, and producing food conservation plays and programs. There will be many ways in which clubs can encourage and assist the schools in making these projects effective.

Commercial food handling practices. Food Advisory Committees representing all branches of the food handling industry are working on plans for eliminating waste in storage, transportation, markets, and restaurants. Many of the measures which will result from these studies will require public cooperation. Stores and restaurants cannot change some of their practices which cause food waste unless the public understands and supports the measures they take. Local clubs may well confer with food industry representatives concerning conservation programs requiring public education which they may undertake.

Rodent and insect control. Rats are estimated to destroy 189 million dollars' worth of food every year. They are also a constant threat as disease carriers. Insects are reported to damage growing crops and food in storage (including food in the pantries of homes) to the extent of well over a billion dollars a year. The poisons and insecticides with which these pests are commonly attacked are considerably reduced because of the war. For this reason there must be an intensification of trapping, rat-proofing, and sanitation efforts to deal with these menaces to health and food supplies. Representatives of the United States Bureau of Entomology, Extension Service, Fish and Wild life Service and Public Health Service have long waged war on these pests. Now they are intensifying their program of eradication and are calling upon youth groups especially to aid them in reducing this cause of food loss to the minimum. Local clubs can support this work.

Adjustment of wasteful eating habits. Food prejudices, dislike of "leftovers," and even our table manners result in much food waste. These problems are largely individual matters, but they are matters in which the individual needs to be supported by general agreement. Under present circumstances, in a public eating place, or as a guest in someone's home, it takes courage to squeeze your grapefruit, or tip your soup bowl to get the last drops, or pursue the last peas with a teaspoon, or mop up the meat juices with a piece of bread, or pick up a bone to gnaw off the last shreds of meat. Yet by a concerted attack upon the social prohibitions, such practices can become normal wartime table manners.

Food conservation information. Many housewives need instruction in the best means of storing, preparing, and serving food, in menu planning, and in wise buying. Increasingly such food conservation information is appearing in women's magazines, in the food columns of daily newspapers, and in the advertising of food companies. Home economists and food demonstration agents are doing much to educate housewives along these lines. Many clubs may well make such food conservation topics the basis for study and discussion groups. Members may exchange information and economy tips. Lectures may be invited to address public meetings. Clubs may sponsor demonstrations of proper methods of preparing nutritious meals and of storing, preparing, cooking, and serving food in order to prevent waste. Literature may be obtained from the Nutrition and Food Conservation Branch, War Food Administration, Washington 25, D.C.

Harvesting crops. The shortage of farm labor makes it virtually certain that some of our 1943 food production will go unharvested unless the problem is met vigorously in every community. Local clubs can aid greatly by encouraging their members to enlist in this work for as many days or weeks as possible. Many will want to join the United States Crop Corps. Berries and fruits growing wild on vacant lots are another potential source of food which requires organized action to recover effectively. Clubs can take on this work. The School-Lunch program is a worth-while outlet for crops that are in plentiful supply and which housewives can pick and preserve cooperatively. It is one way to assure the youngsters food for their lunches next winter. In all these activities the general rule should be to see to it that every scrap of usable food is harvested and utilized.

Home and community canning. It is essential that the produce from the country's 20 million Victory Gardens should be utilized to the fullest extent. Naturally the responsibility rests primarily upon the people who have the gardens. In many communities, however, much of this food may go to waste unless there is a concerted program to preserve it. This program should be and in most areas is under one unified head (the Victory Garden Committee, the Nutrition Committee, or some other group) but it should have the active support of all community organizations. Among the tasks to be undertaken are (1) providing reliable information on home canning and other food preserving methods through demonstration centers; (2) determining whether there are sufficient glass jars and other preservation materials in the community, and arranging for their best distribution; (3) determining who has pressure cookers and arranging for their maximum use; (4) organizing community canning centers; and (5) providing for the distribution of surplus home-canned produce to school-lunch programs, hospitals, and welfare organizations.

IV

It is desirable that all of the food conservation projects described here be carried on as part of a coordinated community activity. The War Food Administration is not appealing to one, but to every club and organization, to aid in the task of bringing home to the public the facts of the wartime food situation, and in mobilizing effective action by the public based on these facts.

Local clubs and organizations are urged to get together and as far as possible carry out their work in concert. The machinery for pooling of work of this kind already exists in many communities.

The Community Service Division of the local Defense Council may logically form the organizational base in most communities.

The local Nutrition Council (usually a subcommittee of the local Defense Council) already includes in its membership representatives of many of the women's clubs and men's service organizations.

The individual club or organization can probably best initiate action within its own membership by setting up a food conservation committee empowered to coordinate the organization's work with that of others in the general community mobilization.

V

Printed material for use in carrying on community campaigns on food conservation are now being developed and will be made available by the

Nutrition and Food Conservation Branch, War Food Administration, Washington 25, D. C. The most effective material, however, will be obtained locally. Surveys of food waste in the home, stores, restaurants, bakeries, dairies, and other points in the local distribution system, if carried out with the cooperation of private interests concerned, should produce the best results in arousing the community to the significance of food waste and the most practical action to reduce it.

July 1943

Report of Johnson County Nutrition Program

Following state organization meeting at Ames, Sept.15, a county meeting called Sept.22, to which representatives from 96 organizations were invited, 136 present.

Officers elected: Mrs.E.T.Hubbard, chairman (organization chairman)
Dean Wilbur Teeters,co-chairman (financial chm.)
Mrs. H.J. Dane, Sec.(Farm Bureau Leader)

At this meeting group divided by wards of Iowa City, since all rural towns and rural areas already organized by Farm Bureau. Chairman and co-chairman elected by each ward.

Ward chairmen select an executive board, or "kitchen cabinet", to work out detailed organization by blocks in their wards.

Two women selected from each ward to take preparatory lessons at the University Home Economics Dept., and later present lesson to ward.

"Neighborhood hostesses" appointed in every city block, to invite every woman to attend nutrition classes.

Six "ward hostesses" (different each week) greet people each evening.

Demonstrators give an actual cooking demonstration each evening, followed by a co-related film.

A series of four lessons given in four successive weeks, on Mon.Tues. Wed. and Thurs.nights. (Same lesson, but different ward demonstrators each evening) at Community Bldg. (Schools might be used - demonstators trained by Home Ec. teacher)

All food prepared donated by local food merchants thru arrangement of Chamber of Commerce.
All food prepared for demonstration served to audience at attractively arranged table, on small paper plates,from toothpicks & wooden spoons.
Names of those in attendance put in box, and "lucky name" received a dollar's worth of milk from own dairyman.
"Official Uniform" for women: house dress
Several women spotted in audience to ask questions during demonstration to add informality and "kitchen atmosphere".
Plans for extending course: Small groups plan to meet in kitchens for further instruction. Red Cross Canteen units planned.

Program: "Food For Fitness"
First week: Oct. 20,21,22,23 "Maneuvers With Meats"
Dem,-Nutritive value and ways of cooking low cost cuts of meat
Film "Meat and Romance" from Live Stock and Meat Board, Chicago (free)
Pamphlets distributed "Meat and Romance" and mimeographed recipe sheet
"Meat if Good For You", Live Stock & Meat Board, Chicago

Second week: Oct. 27,28,29,30 "A Stronger Staff of Life"
Dem: -Preparation of whole wheat breads and cereals
Film: Your child's Dental Health" State University of Iowa Vis. Ed. Dept.
Pamphlets distributed: Mimeographed chart bulletin
" recipe folder
"Through Highway to Good Nutrition", General Mills, Minneapolis

Third week: Nov. 3,4,5,6 "Vim Vigor and Vegetables"
Dem: - Nutritive value and preparation of raw and cooked vegetables
Film: "Food and Growth" U. of Iowa, Vis. Ed. Dept.
Pamphlets distributed: Recipe folder
Mimeographed"answers to questions about canned foods"
"Getting an adequate diet by use of canned foods"
"What to Have, Any Day, Any meal, Any Course"
(last three from National Canners Association)-Washington, D.C.)
Vitamin Charts, Vitex Laboratories, Inc.,Harrison, N.J.

Fourth Week: Nov. 10,11,12,13 "Meal Planning Musts"
Dem: - Balancing the days meals for a good diet, including school lunches.
Film: From Dairy Council on use and value of milk in diet
Pamphlets: Mimeographed sheets on lesson
"Meal Planning on a Limited Budget" General Mills, Minneapolis
Government Bulletin on Meal Planning

Publicity: Different phase presented every night for two weeks previous to actual classes, in two daily papers.
Pictures taken of demonstrators
"Home Defense" by "Mother Hubbard" gave intimate stories in daily column. Also a local recipe.
Committee watched papers for announcements of all women's meetings and called chairman to ask that nutrition classes be announced and "boosted".
Published long lists of "neighborhood hostesses" each evening.
Sent annoucements through the schools.
Persons on relief received a special invitation, and "requested" to attend from local relief agencies.
Spot announcements over WSUI

Plans for University of Iowa Nutrition campaign to be launched in November

Home Economics Girls and University Women's association taking lead,

Object: Make proper nutrition "popular" on campus

Slogan:"Are you in the 75%?" (The 75% who could not pass an A1 physical test)

Pledge: in clever form: "I promise to drink a glass of milk on every date"

Training school for "soda jerks", to teach them to make a variety of new milk drinks, with catchy names such as "Iowa cocktail", Victory Punch" to sell for 5 cents. (or names of football players)

Request that milk be served three times a day at every "house" and dorm. cleverly designed

Distribute nutrition "yardsticks" in all eating places-also vitamin charts & calorie contant charts.Encourage "calorie counting"games

Publicity: Clever posters designed by art students

A box column every day in "Iowan", student paper, giving cleverly worded pertinent fact about nutrition.

Pictures of prominent students drinking milk

"Are you in the 75%" between each item of "Shoppers Page".

A "mystery" milk drink sponsored by local dairy in naming contest.

LUNCHROOMS FOR EMPLOYEES

Prepared by
Policyholders Service Bureau
Group Division
METROPOLITAN LIFE INSURANCE COMPANY

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LUNCHROOMS FOR EMPLOYEES

The demands of wartime production have sharpened management's interest in employee lunchrooms. There are a number of reasons.

First, rapid expansion of personnel has created a need for additional facilities that present plant commissary equipment or neighborhood facilities cannot always supply. To conserve production time, such facilities should be readily accessible.

Second, with all-out production emphasizing the role played by nutrition in safeguarding health, management is increasing its efforts to provide nourishing, temptingly served meals that help supply a well-balanced diet. This is especially important for workers living in temporary quarters who may look upon their mid-shift meal as their main meal.

Third, various other special considerations have been cited; these are typical: In some cases plant precautions against sabotage have discouraged the employee who would usually bring a lunch box; tightening of transportation facilities and the possibility of extended blackout periods impose special problems.

Lunchrooms have been in operation in industrial organizations for at least 50 years. During the latter part of the first World War the number of industrial lunchrooms reached 5,000. However, about 1,200 of these were discontinued with the cessation of hostilities.

Many of the early lunchrooms were operated by caterers on the concession system. Some employers assumed entire responsibility for the lunchroom. Others invited the cooperation of their employees in this activity. In some cases employees' committees acted in an advisory capacity to the management. Sometimes employee associations were given full responsibility for lunchroom operation, and at other times this responsibility was in the hands of a steering committee with a rotating employee membership.

Coincident with industrial growth since the first World War, the number of lunchrooms in industry has increased. Among them there have been some failures, which generally have been due to changing conditions in the industry or organization, or to the selection of a manager who was not qualified by experience or personal characteristics for the work. The number of failures, however, has been more than offset by the new lunchrooms established. Today the great majority of the larger industrial plants have cafeterias or lunchroom facilities.

DIET, HEALTH, AND EFFICIENCY

The value of proper diet for keeping men efficient under various working conditions is generally recognized. In Great Britain* during the first World War it was found that when manufacturers served well-cooked meals to replace or supplement cold lunches brought from home, there was a marked improvement in the health and physical condition of the workers, a reduction in sickness and absenteeism, and increased efficiency. The same has proved to be the case during the present war.[*] Other benefits previously found were: A saving of time for the employee; a change in his surroundings; opportunity to eat in a clean, comfortable place - to relax and enjoy companionship of fellow employees in a recreational atmosphere. The U.S. Emergency Fleet Corporation[**] also came to somewhat similar conclusions and recommended that hot meals be served in all its plants.

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* U.S. Department of Labor, Bulletin No. 222. Welfare Work in British Munition Factories.

Further research has been conducted on diet and its effect on industrial efficiency. Haggard and Greenberg,[†] for example, pointed out that frequency of meals, provided that the daily food remains the same in quantity and quality, is a controlling factor in determining the rise and fall both of muscular efficiency and industrial output. A change from three meals a day to five, provided the total amount of food eaten remained the same, abolished a fall in production in the late hours of the morning and afternoon. In fact, with respect to the group studied, five meals a day yielded the maximum of efficiency. Furthermore, it was found that muscular efficiency is lowest before breakfast, and if no breakfast is taken, efficiency remains at this low level.

It is of interest in this connection to note that many plants in various industries have adopted, more or less as standard practice, the procedure of providing "snack" meals for employees at midmorning and midafternoon. Representative manufacturing organizations report that their rolling cafeteria, stocked with milk, hot and cold drinks, sandwiches, pastry, ice cream and candy, makes two round trips per shift. The lunch counter on wheels is apparently becoming an accepted nutrition device. Automatic dispensing machines are also popular. A more detailed description of "The Rolling Cafeteria" will be found on page 6 and under Exhibits.

THE NEED

Where there are enough good restaurants in the neighborhood serving wholesome food for fair prices, with facilities for handling numbers adequately, there is no real need for an industrial lunchroom. When the question of feeding employees arises, it is wise first to make a survey of the plant and of the neighborhood.

Eating Places in the Neighborhood - Food--Is it of good quality and well cooked? Is there a sufficient variety at fair prices? Sanitation and Equipment -- Are the kitchens and dining spaces clean, adequately equipped for prompt service, and well ventilated? Is the lunchroom personnel adequate and qualified to give satisfactory service.

Homes of Employees - How many employees live near enough to permit them to return home for lunch? Will the majority wish to do this? Would they like the sociability of the company restaurant? Will the time allowed for lunch enable them to have a comfortable meal at home? Are the women members of their families working in industrial plants?

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[*] Industrial Welfare Society Inc., London -- Canteens in Industry, 1940, 70 pages.

[**] U.S. Shipping Board, Emergency Fleet Corporation. Restaurant Facilities for Shipyard Workers.

[†] Haggard, Howard W., and Greenberg, Leon A. -- Diet and Physical Efficiency -- The Influence of Frequency of Meals upon Physical Efficiency and Industrial Productivity. - Yale University Press, New Haven, 1935, 180 pages.

Habits of Employees - Do they prefer to bring their lunch from home? Would they like to augment the lunch which they bring from home with drinks and desserts? Would they buy a full meal? Could all types of employee be induced to use the lunchroom? Do the employees wish a general lunchroom? Would it be advisable to have a separate room for officers, office staff, and plant? How many will prefer to patronize the neighborhood restaurants? Are there other places in the plant where the employee may smoke and relax?

Advantages to Employers - Will the advantages to be obtained offset the cost and responsibility of running a lunchroom? Are the operating schedules such that greater production could be had if better lunchroom facilities were available? As an anti-sabotage measure, does management discourage employees bringing boxed lunches into the plant.

In general, the need for an employees' lunch room will be found greatest when one or more of the following conditions prevail: lack of good restaurant facilities near the plant; high charges for food; undesirable neighborhood; short lunch period; large numbers of employees; continuous shift operation; and inadequate transportation facilities. Under ordinary circumstances a restaurant, to be profitable, must have customers for more than one meal. As most employees will eat but one full meal per day in or near the plant, the incentive to operate good neighborhood restaurants is limited.

TYPES OF SERVICE

The benefits to be derived from a hot meal are as great for employees in the small plant or office as in the larger organization. If good food is not otherwise obtainable at a reasonable price, and if it cannot be eaten in comfortable surroundings and without delay and annoyance, the employer of even a handful of people finds it to his interest to join with his employees in providing facilities on a small scale. The size of the firm, however, does not necessarily determine the size of the facilities needed. Surveys indicate that from 10 to 100 percent will make purchases of one kind or another, while from 2 to 45 percent will buy a full meal. The nature of the work - whether light or heavy - and the preponderance of men or women are factors that will affect these figures.

Organizations in which a few girls are employed sometimes equip rooms for their use. Some are a combination lunchroom and restroom. The employees bring their own lunch and augment this with purchases of hot and cold drinks sent in from neighborhood stores. Many companies consider it undesirable to permit employees to eat at their desks or work benches, and therefore provide a more suitable place. This improves the appearance of the office or work space and also helps to keep it clean.

The Coffee Bar

Some firms that do not have central lunchrooms, serve coffee, tea, milk and doughnuts at a small cost. In fact, some do this free of charge. The installation of a coffee bar requires but a small amount of space and equipment (counter, sink, coffee-brewing equipment, china, refrigerator, and storage cabinet). A few minutes of an employee's time is all that is required in its operation. The service is often extended to include the dispensing of cold drinks. These are usually handled by automatic dispensing equipment, although in some cases they are dispensed over the counter. In addition to soft drinks, other items sold include ice cream, pastry, candy, and cigarettes. The coffee bar is often a part of or an adjunct to the recreation room, where employees may go to smoke, relax, read, play games, or eat the lunches which they bring with them.

The Rolling Cafeteria

The traveling lunch truck is in use in manufacturing plants and shipyards where space is not available for a central lunchroom, or where it is more economical to serve small, scattered dining rooms from a central kitchen. In fact, the kitchen sometimes is off the premises and the service is supplied by chain catering companies. In other plants the truck is used to serve employees who cannot leave the processes on which they are working without too much loss in production time. These trucks are of two types: the combination truck which carries hot and cold food from a central kitchen to points throughout the plant, and the smaller "snack truck" which carries only such items as drinks, sandwiches, ice cream, candy, and pastry. The latter are the auxiliaries which travel through the plant and serve "snacks" between meals. High quality paper containers are essential for good service.

The use of the first type of truck is illustrated by the practice of a manufacturing company. These trucks make regular trips through the plant three times daily, serving the employees on each of the eight-hour shifts. The 8 a.m. to 4 p.m. shift is served between 12:00 and 12:30 p.m.; the 4 p.m. to 12 midnight shift between 8:00 p.m. and 8:30 p.m.; and the 12 midnight to 8 a.m. shift between 4:00 a.m. and 4:30 a.m. It is said that 500 people have been served from one of these trucks in 20 minutes. The trucks are equipped to carry both hot and cold food. In fact, soup, stews, vegetables, and hot sandwiches are dispensed as well as the customary items. When the dispensing of food is arranged for on a concession basis, it is said that the results will be more satisfactory when made by the management or representative of the management rather than through employees. The fact that the management is taking an interest will help to maintain food standards.

An advantage in the rolling cafeteria plan is that it can be expanded and contracted to changing needs more easily than the fixed form of lunchroom.

The Diner

The use of the neighborhood diner is encouraged by many firms. This is an institution which serves people at odd hours, but in order to be successful it needs steady patronage. As most employees will buy but one meal a day, the diner relies for a part of its business on outside sources. Free use of the ground on which the diner stands is sometimes offered as an inducement to attract the right type of diner management. The manufacturers of dining cars provide a very effective service program which helps assure good food and cleanliness. Although a single diner cannot handle large numbers of people at one time, it can provide a supplementary eating facility that is comfortable and convenient. Neighborhood restaurants fill a similar need. Some of these, however, may be too expensive or too far away for many of the employees to patronize regularly.

The Lunch Counter

The lunch counter has been successfully used in many plants in which space is not available for a lunchroom, or where the management wishes to experiment with the serving of lunches on a small scale. The simplest form of lunch counter aims to distribute food, without providing table accommodations. This arrangement makes it possible to serve a number of employees quickly, and at the same time to provide them with good food. On the other hand, there is a disadvantage in that the lunch must be eaten at the counter or in the work spaces.

One small company, for example, has provided for 100 employees as follows. A corner on the first floor of the plant has been altered to afford kitchen space with a counter in front. The activities are in charge of a woman who lives near by and who spends from 9 a.m. to 2 p.m. in this work. She has a helper to wash dishes one hour a day. A member of the staff of the accounting department acts as cashier. The equipment is simple and includes a cash register, refrigerator, range, sink, sterilizer, steam table, coffee urn, ice cream cabinet, china, silverware, utensils and storage cabinet. A few cooked dishes are served each day; sandwiches, salads, ice cream, pastry, coffee, confectionery, and cold drinks also are available. The success of such a counter depends largely on the manager, who must plan the menus very closely in order to cover expenses. The counter is expected by most managements to pay its way so far as the food is concerned. Any surplus then is used to offset the cost of equipment. Usually no charge is made against the counter for labor, rent, light, and general overhead.

In some instances the lunch counter has served as the foundation for a simple lunchroom service. Chairs and tables have been added as space became available or a demand for eating facilities developed. In other cases the lunch counter has become the central point for servicing the rolling cafeterias. It is therefore a good plan to use standard equipment in the beginning so as to allow for future expansion. As the expansion takes place, the operation of the lunch counter will become more complex. More help will be required. At this point it may be necessary to review the management policy.

The Cafeteria

Where large numbers of people are to be fed quickly, dining rooms served from a central kitchen are most satisfactory. Here full meals as well as lunches are obtainable. Such rooms are provided with an adequate number of tables and chairs so that the employees may enjoy eating with their associates. In many plants cafeterias are used for recreation purposes, and in some cases for the holding of meetings and other company functions. Most cafeterias are suitable for both men and women.

The main cafeteria kitchen can serve all the eating facilities of a company - separate dining rooms, rolling cafeterias, and outlying plants. The amount of kitchen equipment will depend on the number of people to be served and the type of service.

STARTING THE LUNCHROOM

The executive who has the problem of providing lunch facilities for 100 or more employees will find it especially important to place the project under competent management. The needs of such a lunchroom vary in different organizations, but certain standards have been adopted which may be used as a guide.

Management Policy

There are three general plans of management: (1) by a concessionaire, (2) by the company, and (3) by employees.

Although there has been some tendency to change from concession to company management, there are many industrial lunchrooms in which the concession system is now in successful use. A single caterer often furnishes service to a number of plants in neighboring towns. Prices are usually based on prime costs - i.e., material and labor. The company assumes the overhead and compensates the caterer for his own time on a yearly basis. The chief advantage claimed for the plan is the more economical buying of food. The caterer has an intimate knowledge of produce and sources of supply, and by serving several companies he is able to buy in large quantities. Therefore, he can furnish a varied menu at low cost. The individual companies are thus relieved of the responsibilities of administration. On the other hand, a concessionnaire cannot operate without a profit, and employees do not always have the benefit of lower prices which might be possible if the lunchroom were operated by the employer. In addition, the company may have little control over the lunchroom or the quality of food served.

Many of the industrial lunch-rooms are run directly or indirectly by the employer. Food is sold to employees at or below cost. In order to gain the full cooperation of their employees, many companies have organized committees, elected by the employees from among themselves, to consult with the management on lunchroom problems. Some of the committees are advisory, others carry the full responsibility. Both, however, are kept in touch with questions of finance, labor, and administration. There is thus a small group of well-informed employees to handle complaints and confer with the company on matters of policy.

The Manager

The success of the undertaking depends on the personality and adaptability of the lunchroom manager. For the large lunchroom it is thus advisable to choose one with experience and to pay an adequate salary.

In the small lunchroom it is important for the manager to be a good cook and housekeeper, with a practical knowledge of food values. Women often are markedly successful in this work. In these lunchrooms, employees from the plant or office frequently serve the meals or act as cashiers. In exchange, they receive their noonday meal and sometimes additional compensation.

A large lunchroom requires, first of all, a good executive with a thorough knowledge of all phases of lunchroom management. Often people with practical hotel or restaurant experience have been selected. The manager usually has as assistants a trained dietitian to plan menus, a chef in charge of the cooking, and a head waitress in charge of the dining-room service.

The manager has complete charge of hiring and discharging his employees. He is the best judge of the qualifications for this type of work and, because much of the efficiency of the lunchroom depends upon harmony in the kitchen, it is considered good policy to centralize control in his hands. Due to the unusual hours of employment, there is apt to be a high labor turnover in lunchrooms. It is therefore more satisfactory to have someone in authority who can deal with the situation quickly. In many industrial lunchrooms the manager is entirely responsible for his department, reporting directly to an officer of the company. In others the lunchroom is a part of the welfare or service program and the manager reports to the personnel manager.

Location

A survey of the plant will show what space may be made available. In office buildings the lunchroom is often located on the top floor. This insures sufficient light and air, and prevents cooking odors from permeating other departments. In a plant of several buildings, it is essential that the lunchroom be centrally located. Its size will depend on the number to be served and lunch schedules. Lunch hours staggered to distribute the load evenly assure the greatest utilization of the facilities.

Layout

After the space has been selected, the layout can then be given careful consideration. The advice of a qualified expert when the program is first adopted will be helpful in bringing about the desired results. Manufacturers and distributors of lunchroom equipment also maintain consulting services.

As a rule, the layout will consist of a kitchen, storeroom, counters, dining room; and in the large organizations. perhaps a laundry, bakery, and dishwashing room. If it is decided to have separate dining rooms for executives, they should be located where they can be served conveniently from the central kitchen. In some installations, these separate dining rooms have a small supplementary kitchen or serving pantry. The rolling cafeteria idea, which has been extensively used in hospitals, has been expanded so that a number of wagons can be lined up to form the serving counter for a large group of people; a single wagon for a smaller number. These wagons are wheeled into the dining or recreation space where tables are available. With this arrangement, central kitchen facilities on or off the property can be utilized. In fact, a number of related plants can be served from one kitchen. The Metropolitan Life Insurance Company serves meals at noon to employees at its printing plant and record department, both of which are located several miles away from the central kitchen in the Home Office.

Many lunchrooms do not have interior partitions, the kitchen being separated from the dining room by a drop curtain and by the counter. Small organizations are using this plan to advantage, as it requires less help and permits better supervision. Where the kitchen is enclosed, two openings to the dining room are needed - one for conveying food and one for returning the dishes.

The shape of the space and the type of meal served is a factor in determining the capacity of a lunch room. The following information may be useful as a guide for a survey.

A. Dining room area -- 8 to 14 square feet per person.

B. Table sizes -- 30" x 30", 30" x 48", 30" x 72", 30" x 96".

C. Kitchen capacity -- three meals per seat.

D. Space ratio -- the kitchen occupies from 22 to 35% total space (exclusive of store rooms, toilets, and locker rooms).

E. Economic shape of kitchen -- rectangular (length not more than twice the width). A long, narrow, or irregular shaped kitchen is costly to equip, difficult to operate, and requires more floor space.

F. A poorly laid out or cramped kitchen affects the quality of the cooking.

G. The adequacy of the kitchen rather than the number of seats determines the capacity of the dining room.

Operating Policies

The choice of equipment will, of course, be influenced by the type of service selected. Universal practice once called for waitress service. This practice is still followed in executive and semiexecutive dining rooms. The majority of industrial lunchrooms, however, have now changed to cafeteria service. One company which made this change several years ago found that the savings in operating cost paid for the new cafeteria equipment within a year. Under the cafeteria plan in companies having a large number of people, the food reached the employees in better condition and in much shorter time than would be possible with table service.

Some companies provide a table d'hote dinner when food is served at the table. This table service sometimes is offered without extra charge, while a few companies add a small fee. Other firms have special dining rooms or a section of the cafeteria where a la carte meals are provided for employees who desire table service and are willing to pay an additional price.

EQUIPMENT

The Counter and Sandwich Bar

In a plant or office with fewer than 500 employees, a single counter with one-way service will, as a rule, be sufficient. The counter should be of a sanitary type, preferably with hard front, rear and top impervious to water, and stain resisting. The standard equipment for such a counter is: silver box, space for bread and butter trays, salad pans, steam tables, dessert display shelves, ice cream and cold drink cabinets, and coffee urns. The counter is equipped with a slide rail, on which trays may be rested while the patron is being served.

Some counter installations provided for a sandwich bar. These are usually complete units located off the end of the main counter and near the cash register. The sandwiches are made to order.

All shelves, bread boxes, warming closets, and pie racks beneath the counters are usually more satisfactory when made of metal. It has been found desirable that the trucks used under the counter and in the dining room be of the type that can be moved and maneuvered easily and readily.

The Kitchen

Kitchens are equipped with ranges and broilers of sufficient size to provide for the number of meals to be served. Stock kettles and steamers are also included. A cook's table and block is needed. The utensil rack should be located above the cook's table. Where there is space, a warming closet and steam table for keeping food hot is helpful. An automatic egg timer and poacher is important when short orders are served.

Metal pot sinks are most satisfactory because they will stand hard wear. The dishwashing machines, steam tables, broilers, and ranges require a hood and proper ventilation to prevent odors and steam from entering the dining room. Even the smallest lunchroom will find it desirable to install a modernly equipped kitchen.

Mechanical equipment may not be practicable in a kitchen serving fewer than 100 people, but in larger ones full use of such equipment is essential. Electric dishwashing machines, mixers, slicers, and peelers save time and labor. Adequate cold-storage and other storage space is essential. These are needed for the keeping of meat, fish, dairy products, groceries, fruit, vegetables, bottle goods, and supplies.

The Dining Room

Tables seating six or eight persons have proved satisfactory and are in common use. Tables seating four are also widely used. These can be placed singly or in multiples, and are recommended when the dining room is utilized for recreational purposes. Table tops covered with materials which do not stain and are impervious to liquids are easier to maintain. It is customary to allow from 8 to 14 square feet per person when calculating the capacity of the dining room. Comfort is an important consideration in choosing chairs. The dining room will require a water cooler and a cashier's desk.

Room decorations which harmonize with the equipment present a pleasing effect. The room also needs good lighting and ventilation.

MEALS

Planning

Food which is simple and of good quality has proved to be the most satisfactory. When ready for serving, an appetizing color and attractive arrangement is important. The appeal to the eye is one of the strongest elements governing the choice of food from a cafeteria counter.

The best menus are well balanced and varied with plentiful use of fresh fruits and vegetables in season. A generous supply of milk in the cooking is also desirable. Managers agree that it is inadvisable to serve the same menu on the same day in successive weeks, and they avoid monotony by varying the arrangement. However, employers which operate a number of lunchrooms plan the menus centrally and distribute them to the local managers a week in advance. The same menu is served at all lunchrooms.

The manager or dietitian who is faced with the problem of providing well-balanced meals will find help in books, trade papers, and periodicals, and also by exchanging menus with other companies. Wartime restrictions may render the planning of meals more difficult. The publications of the London Industrial Welfare Society, Inc., have been found helpful.

The amount of food to be prepared must be learned by experience, and it is good policy to determine standard portions as a basis for serving. Habits of patrons are studied in order to calculate how the lunchroom patronage will fluctuate with the day of the week, with the weather, or with the entertainment offered during the noon hour. The manager soon learns to gauge the likes and dislikes of his patrons and to plan accordingly. In order to forecast the demand, the lunchroom managers have found it helpful to keep themselves informed of changes in the number of employees on the company pay roll.

The problem of educating employees in food values has been given much attention by industrial physicians as well as by dietitians. The number of calories in each portion of food served in some cafeterias is posted on the bulletin boards. This information is used chiefly by those on special reducing diets.

One of the most practical methods of inducing employees to eat a well-balanced meal is to offer a plate luncheon at a price somewhat lower than could be secured by ordering the individual items. There are organizations which have special nutrition advisers whose duties are to conduct classes for underweight employees, to provide diet lists, to contribute articles on diet to the employees' magazine, and to issue special bulletins on nutrition.

Menus

The following menus illustrate the kinds of meals provided by various types of service:

Coffee Bar

Over the Counter

Coffee
Cocoa
Tea
Doughnuts
Rolls and Butter

By Vending Machines

Dairy Drinks
Soft Drinks
Confectionery

Rolling Cafeteria

Snack Truck

Coffee
Hot Frankfurter Sandwich
Hot Hamburger Sandwich
Assorted Cold Sandwiches
Box Lunches
Rolls
Potato Chips
Doughnuts
Cake
Pie
Fruit
Candy
Chewing Gum
Milk
Soft Drinks
Ice Cream

Combination Truck

Coffee
Soups
Stews
Vegetables
Box Lunches
Hot Sandwiches
Assorted Cold Sandwiches
Rolls
Potato Chips
Cake
Pie
Fruit
Milk
Soft Drinks
Ice Cream
Candy

Lunch Counter

Tomato Juice
Vegetable Soup
Roast Sirloin of Beef
Mashed Potatoes
Carrots and Peas
Bread and Butter
Chocolate Fudge Square
Coffee Ice Cream

Coffee
Tea
Cocoa
Milk
Buttermilk

Assorted Sandwiches
Cold Cereals
Crackers
Assorted Pastries
Confectionery
Cold Drinks
Cigarettes

Cafeteria

Luncheon Special

Cup of Soup or Fruit Juice
Creamed Ham and Eggs on Toast
Choice of 2 Vegetables
Bread or Roll and Butter
Beverages

Platter Luncheon

Roast Leg of Lamb - Gravy - 2 Vegetables
Steamed Frankfurters - 2 Vegetables
Hot Roast Lamb Sandwich - Gravy - 1 Vegetable
Creamed Ham and Eggs on Toast - 2 Vegetables
Vegetable Plate - Choice of 3 Vegetables
Rolls - Butter - Bread

Appetizers

Grape Juice
Grapefruit Juice
Orange Juice
Pineapple Juice
Tomato Juice

Sandwiches

American Cheese
Bacon - Lettuce - Tomato
Cream Cheese
Cream Cheese and Olive
Egg Spread
Boiled Ham
Sardine and Egg
Salmon Salad
Swiss Cheese and Relish
Tomato and Lettuce
Sliced Egg

Vegetables

Buttered Beets
Cole Slaw
Fried Potatoes
Mashed Potatoes
Succotash

Desserts

Apple Pie
Blueberry Pie
Lemon Pie
Pineapple Pie
Baked Apple
Chocolate Brownies
Cookies
Crullers
Cup Cakes
Fruit Gelatin
Watermelon

Salads

Apricot and Prunes
Combination
Fresh Fruit
Potato
Tomato - Egg - Lettuce

Beverages

Coffee
Tea
Hot Chocolate
Milk
Iced Coffee
Iced Tea
Assorted Ice Creams

Cold Cereals

Sandwich Bar

American Cheese
Bacon and Tomato
Balogna
Cream Cheese
Cream Cheese and Nut
Cream Cheese and Olive
Corned Beef
Egg Salad
Ham
Ham and Cheese
Ham and Cole Slaw
Lettuce and Tomato
Liverwurst
Pimento Cheese
Salami
Sliced Egg
Swiss Cheese
Tongue
Tuna Fish

CUSTOMER SERVICE

Hours for Serving Meals

Lunchrooms are open at such times as the needs of the business require. In some organizations which operate continuously, the lunchroom is always open for service and employees are free to patronize it as they wish. At newspaper offices, short orders are served at any time during the day or night. Some organizations serve a light breakfast, allowing employees to visit the lunchroom during the first half hour of the day. The majority of lunchrooms, however, serve only at noon, while some also serve a supper to those working overtime. The shift schedule and increased production is changing this. More firms are serving what is comparable to a noonday meal for each shift. This is being augmented by the "snack" meal.

Use of Lunchroom for Recreation

As the aim of the employees' lunchroom has been to provide a pleasant and restful lunch period, some organizations have arranged the lunch and recreational activities so that they can be carried on concurrently. The length of the lunch period, however, is a factor. At least a 30 minute period is needed for an employee to leave his work, be served in the central lunchroom. and return. If too many diversions are offered, the meal will be neglected, it will be eaten too hurriedly, or the employee will not return to his work on time. A lunch period of from 40 to 60 minutes affords time for rest and recreation.

In the smaller organization the lunchroom itself may be the center for activities. Employees can return their trays with soiled dishes to a shelf outside the kitchen as soon as they finish their meals. The tables are thus cleared for discussion, games, reading, or sewing. Some lunchrooms have a section equipped with easy chairs, bookcases, ping-pong tables, piano, and a combination radio-phonograph set. These extra features tend to increase the popularity of the lunchroom. Where space permits, extensive recreation activities may be had by using a separate room adjacent to the lunchroom.

Advertising and Promotion

The lunchroom that is well planned for comfort, that is kept scrupulously clean, and that serves good food attractively displayed and at reasonable prices, is almost sure of success. In addition, a courteous attitude on the part of the manager and his assistants will do much to make the meal enjoyable for employee patrons.

Lunchroom managers have successfully adopted various forms of advertising to popularize the lunchroom. Sometimes copies of the day's menu are distributed to the various departments during the morning. In other companies, employees select their lunch from bills of fare which are circulated the previous day. Suggestion boxes have been placed in lunchrooms and employees were invited to contribute ideas for the improvement of the service. House organs are often used as a means of publicity.

CONTROL

The employees' lunchroom may be run either to break even or to show a profit. But, as previously mentioned, the majority aim to cover only the cost of food, supplies, and labor.

It is the consensus among managers of cafeterias and restaurants that serious loss can take place in the handling of material and supplies, as well as in the supervision of the labor and in the purchasing. It is therefore necessary that the lunchroom manager be continually informed concerning all costs over which he has control. In a small lunchroom, where the manager is in close touch with its operation, the records for doing this can be very simple. In the large installations more elaborate records are needed, and it may be necessary to segregate the stocks of material and carry cost by departments - kitchen, dining room, trucks, bakery, laundry. This subject of cost control is discussed in another Bureau report.*

In a well-regulated cafeteria, recipes and standards are also essential for control. Where standards are set the purchasing is simpler and the quality of the purchases more satisfactory. For the operators adequately to plan the meals and to run the lunchroom efficiently, a full knowledge of the time and ingredients needed to prepare the different items of food is important. There are times when it will be necessary for managers to lend a hand and to give detailed instructions on any phase of its operation.

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* Accounting for the Operation of Industrial Lunchrooms.

EXHIBITS

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THE COFFEE BAR AND RECREATION ROOM

COFFEE BAR

"The installation of a coffee bar requires but a small amount of space and equipment."

Courtesy of International Paper Company

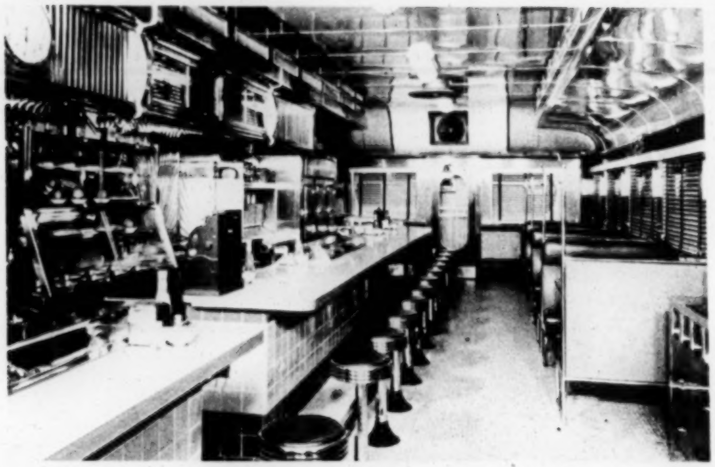
RECREATION ROOM

Notice soft drink, candy and cigarette dispensers, tennis tables, coffee bar in background.

THE DINER - A SUPPLEMENTARY FACILITY

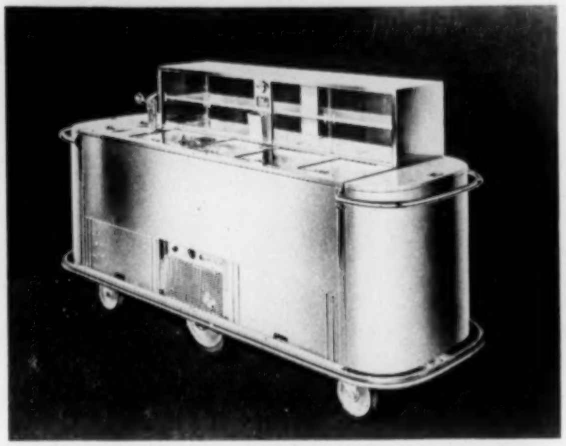
INTERIOR OF A MODERN DINER

"Free use of the ground on which the diner stands is sometimes offered as an inducement to attract the right type of management."

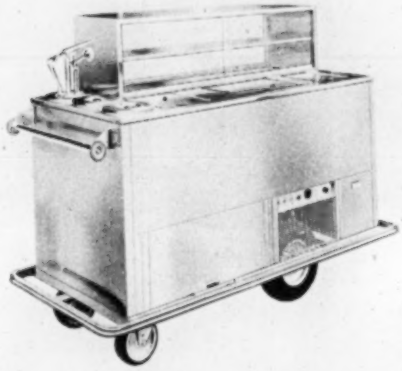


Courtesy of Jerry O'Mahoney, Inc.

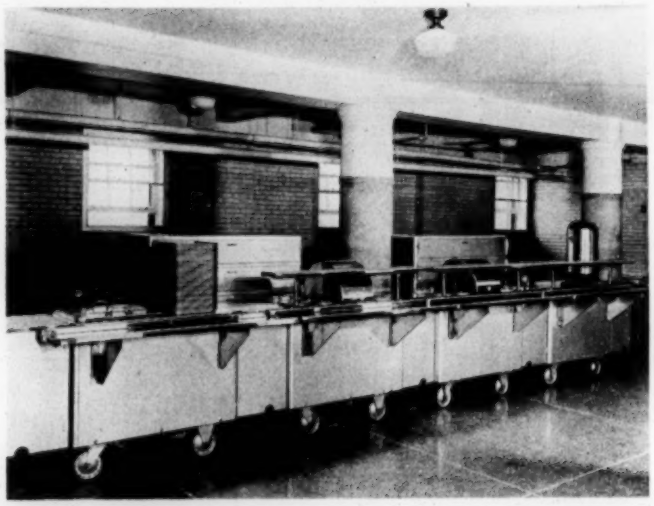
THE ROLLING CAFETERIA



COMBINATION
TRUCK



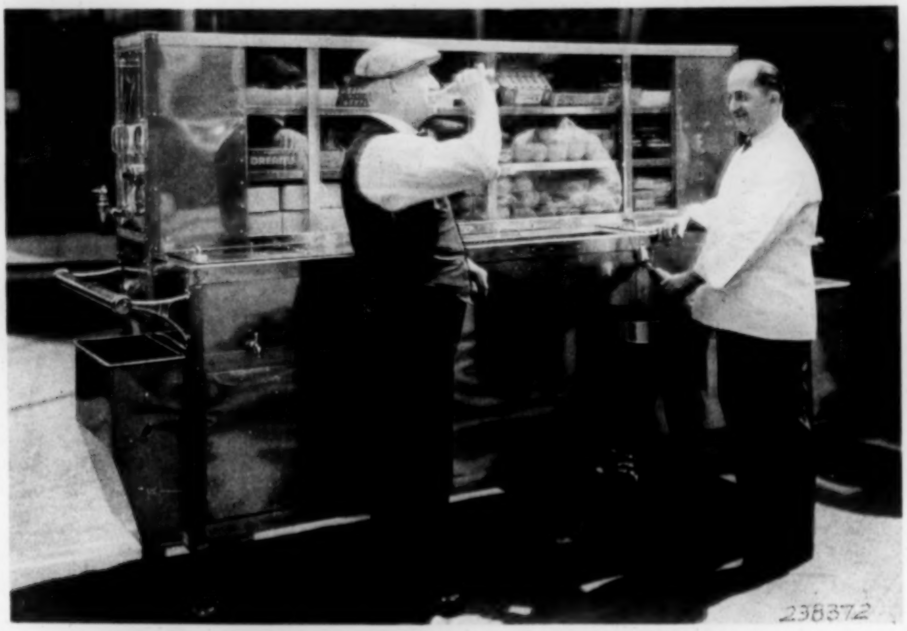
SNACK TRUCK



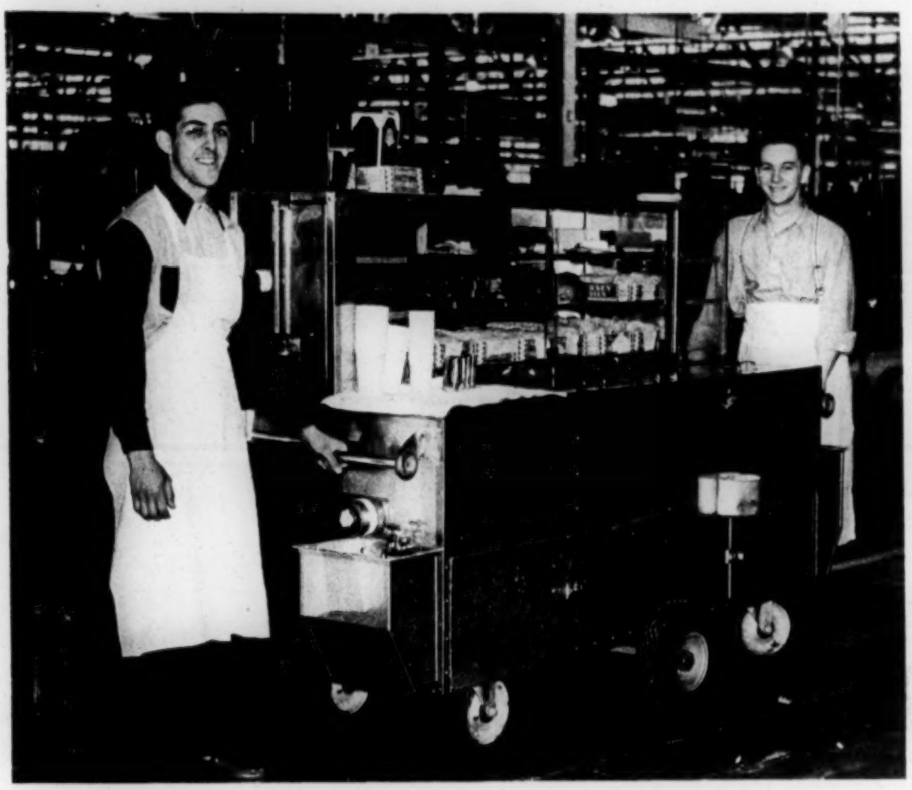
TRUCKS LINED UP
TO FORM A
SERVING COUNTER

Courtesy of The Swartzbaugh Manufacturing Co.-
The Colson Corporation, Distributor.

ROLLING CAFETERIAS



Courtesy Westinghouse Electric
& Manufacturing Company.



Courtesy Wright Aeronautical
Corporation.

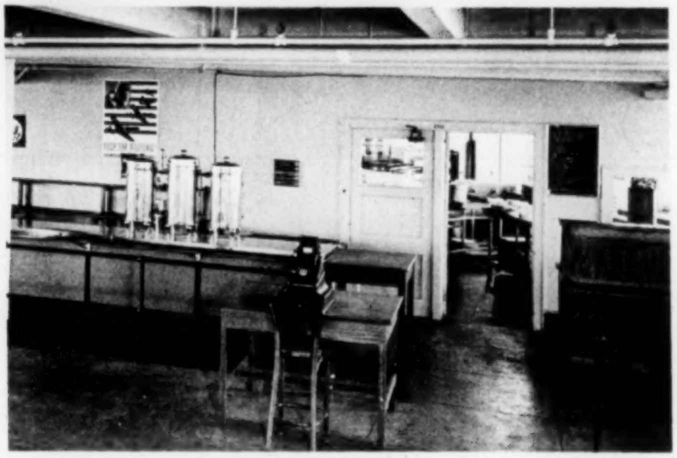
THE LUNCH COUNTER KITCHEN

THE BAKERY

Courtesy of Nathan Straus -
Duparquet Inc. (Blake Photos)

THE CAFETERIA

COUNTER



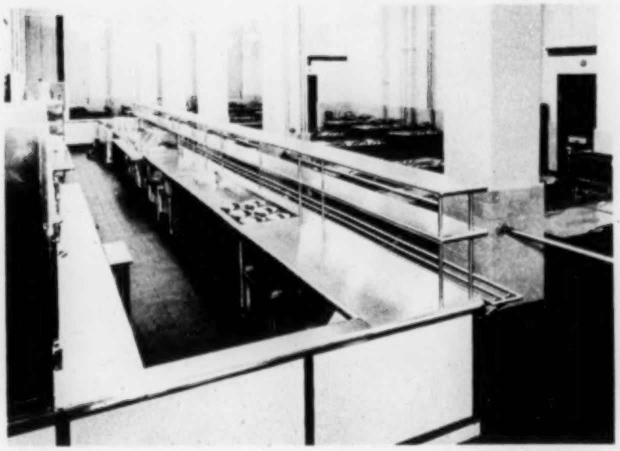
CASHIER - SANDWICH BAR

TIME IS SHORT

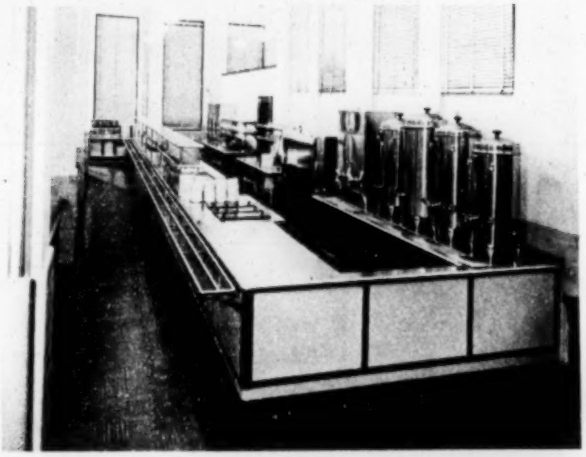
DINING ROOM

Courtesy American Home
Products Corporation.

THE CAFETERIA



OPEN COUNTER - ENTRANCE END

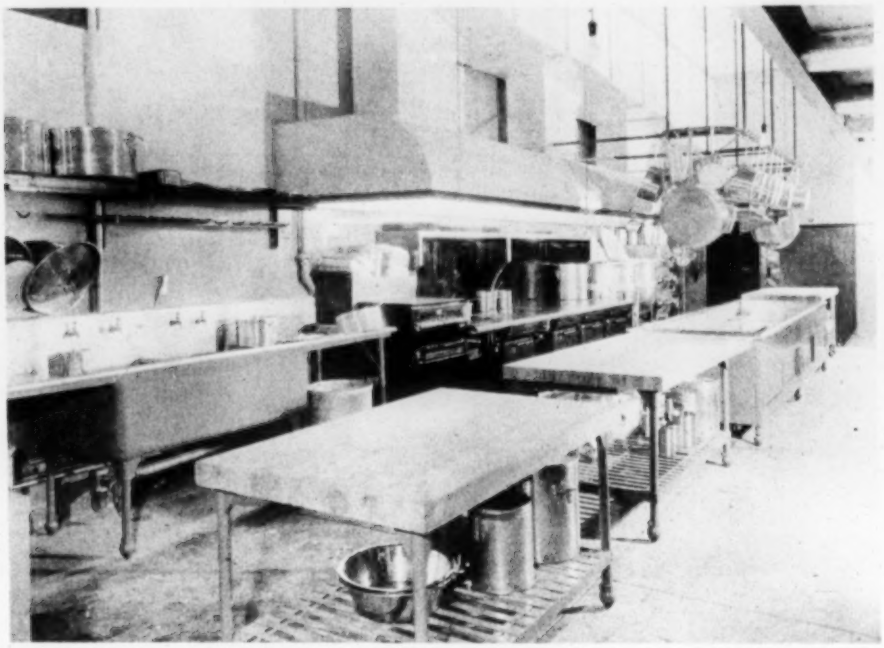


OPEN COUNTER - EXIT END

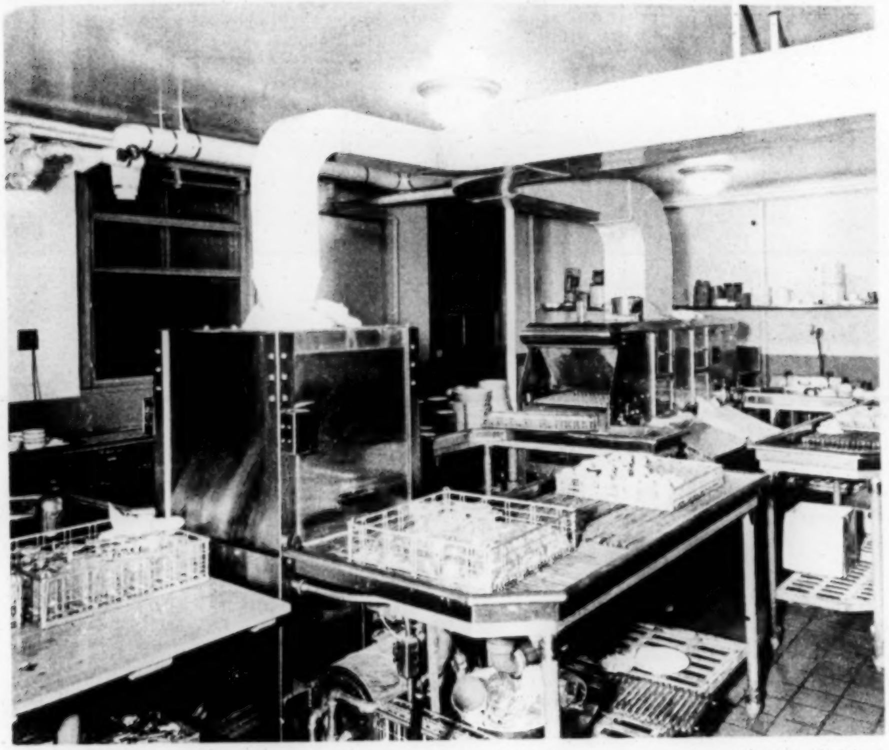
DINING ROOM - COUNTER WITH DROP CURTAIN

From Metropolitan Life
Insurance Company

THE CAFETERIA KITCHEN



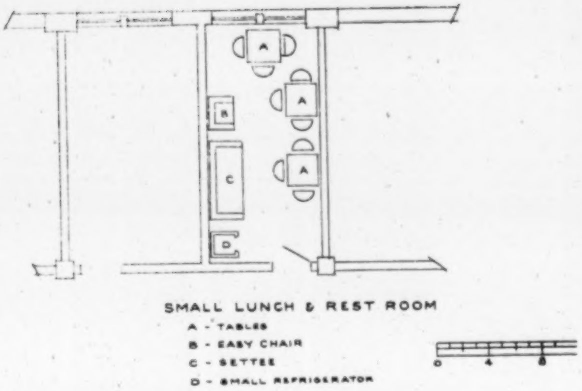
THE DISHWASHING EQUIPMENT



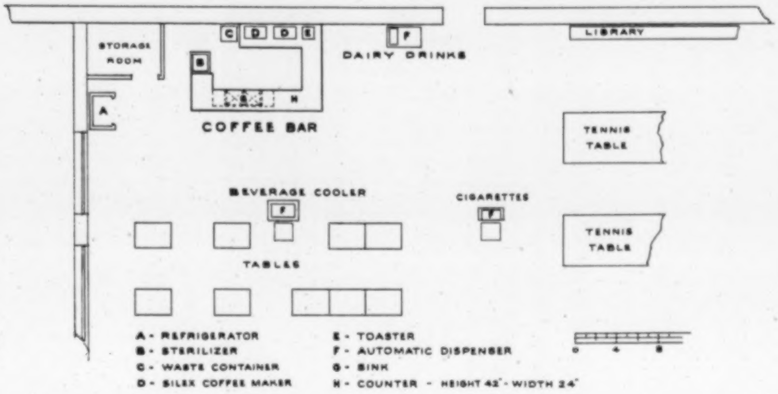
Blake Photo

Courtesy Nathan Straus -
Duparquet Inc.

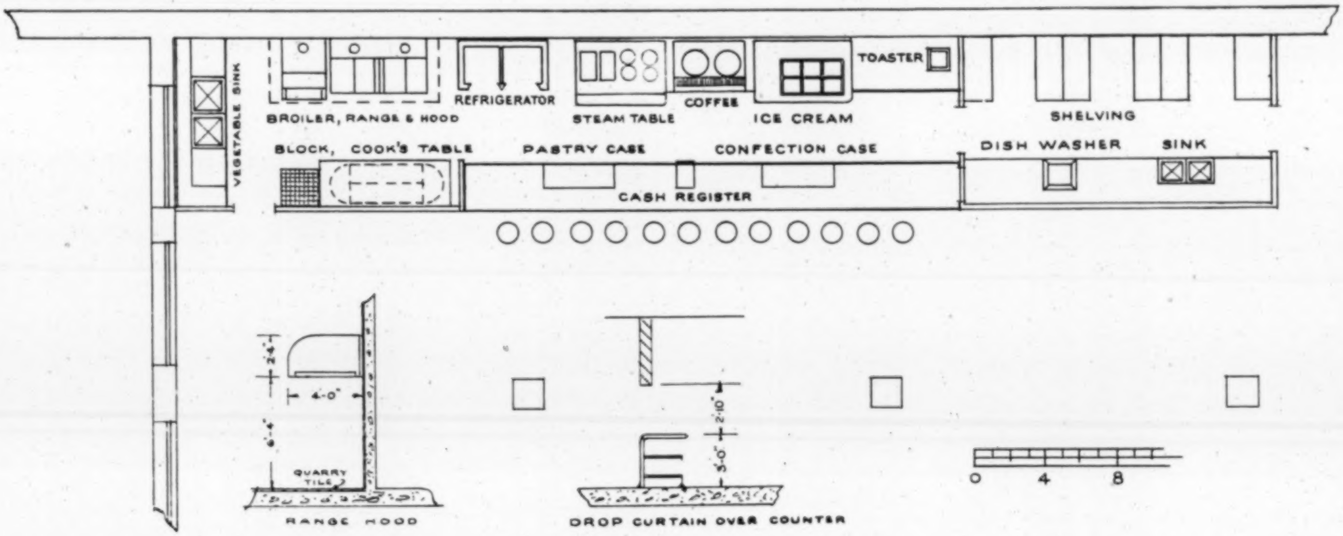
LAYOUTS


STORAGE ROOM
A
B
C
D
SMALL LUNCH & REST ROOM
A - TABLES
B - EASY CHAIR
C - SETTEE
D - SMALL REFRIGERATOR
0
4
8

SMALL LUNCH
AND REST ROOM

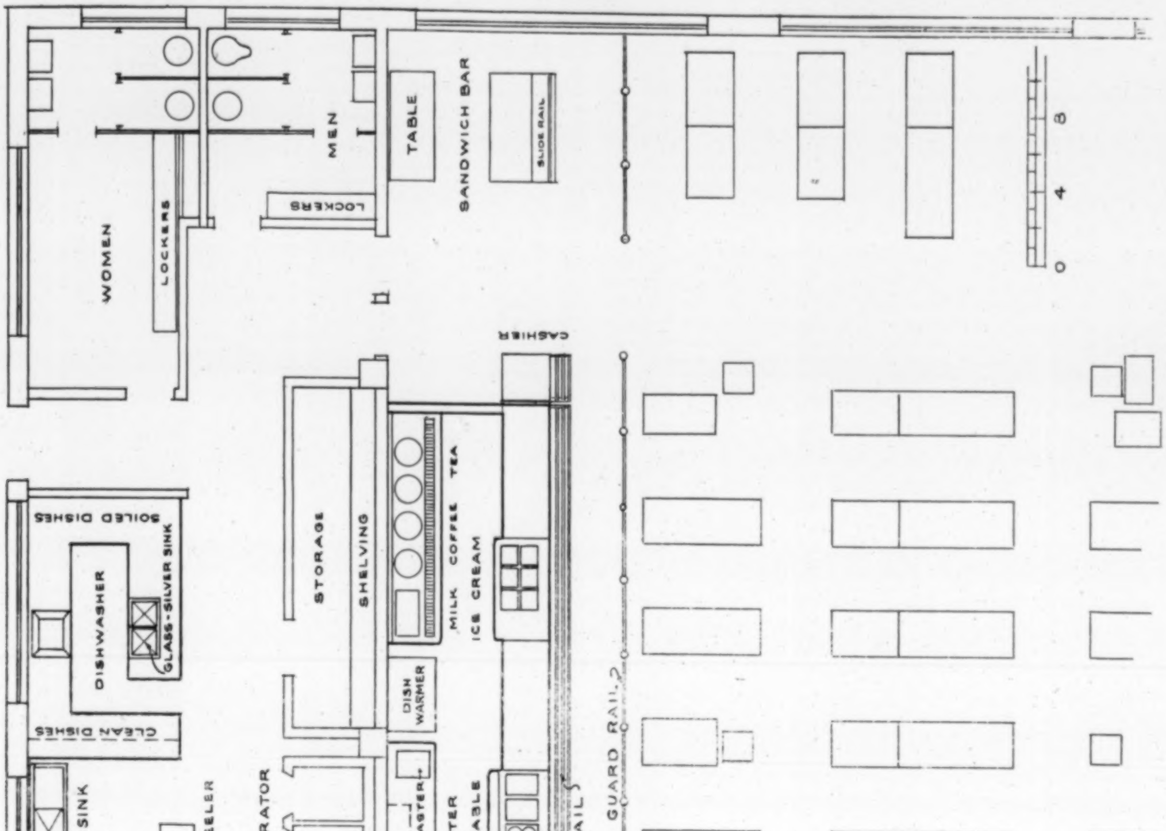

STORAGE ROOM
C D D E
F
DAIRY DRINKS
LIBRARY
B
A
G
H
COFFEE BAR
TENNIS TABLE
BEVERAGE COOLER
F
CIGARETTES
F
TABLES
TENNIS TABLE
A - REFRIGERATOR
B - STERILIZER
C - WASTE CONTAINER
D - SILEX COFFEE MAKER
E - TOASTER
F - AUTOMATIC DISPENSER
G - SINK
H - COUNTER - HEIGHT 42" - WIDTH 24"
0
4
8

COFFEE BAR


VEGETABLE SINK
BROILER, RANGE & HOOD
REFRIGERATOR
STEAM TABLE
COFFEE
ICE CREAM
TOASTER
SHELVING
BLOCK, COOK'S TABLE
PASTRY CASE
CONFECTION CASE
DISH WASHER
SINK
CASH REGISTER
2'-4"
4'-0"
6'-4"
QUARRY TILE
RANGE HOOD
2'-10"
3'-0"
DROP CURTAIN OVER COUNTER
0
4
8

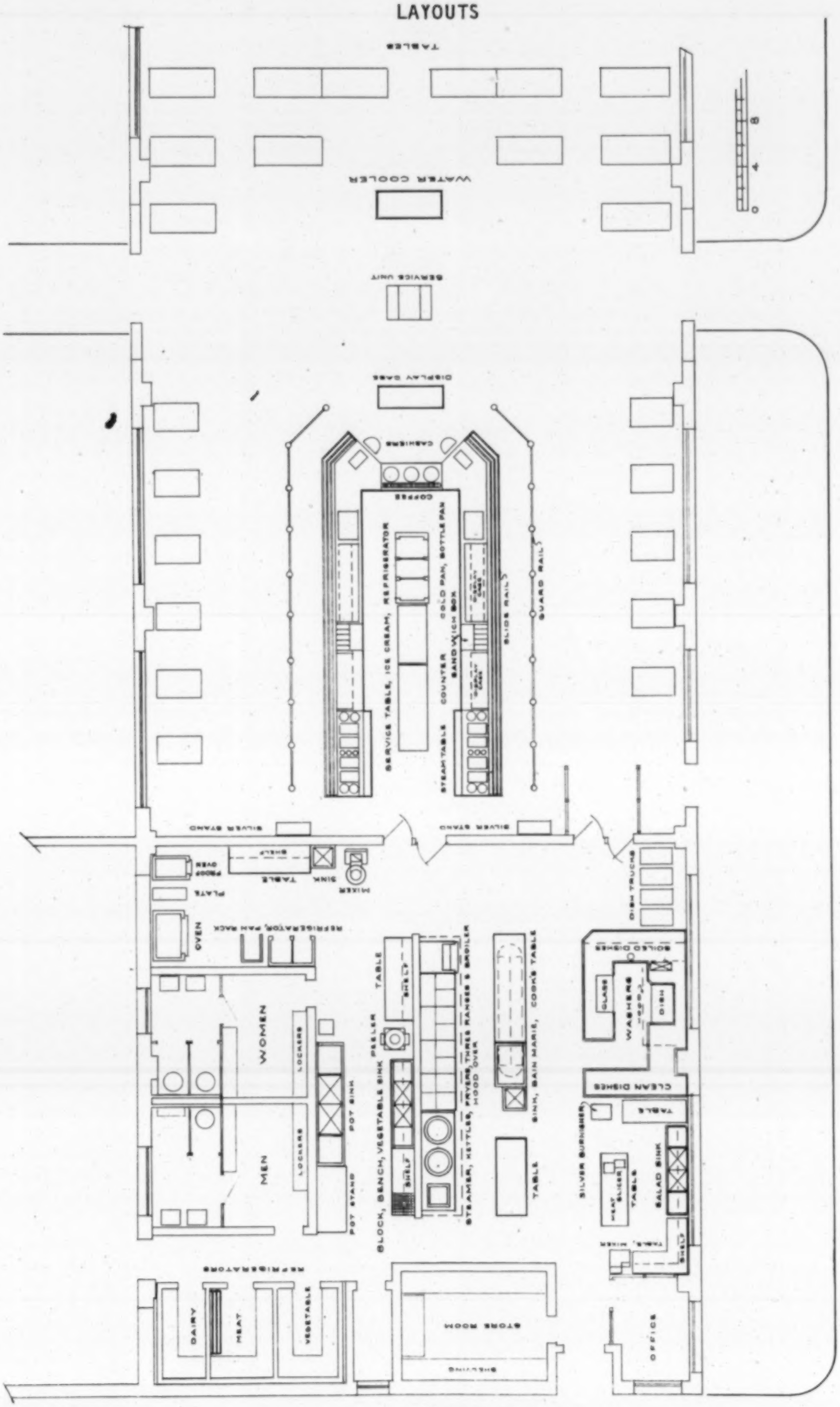
LUNCH COUNTER

LAYOUTS


WOMEN
LOCKERS
MEN
LOCKERS
TABLE
SANDWICH BAR
SLIDE RAIL
0
4
8
CASHIER
WATER COOLER
SOILED DISHES
DISHWASHER
GLASS-SILVER SINK
CLEAN DISHES
STORAGE
SHELVING
MILK COFFEE TEA
ICE CREAM
DISH WARMER
GUARD RAIL
SLIDE RAIL
REFRIGERATOR
SHELF
TOASTER
COUNTER
STEAM TABLE
VEGETABLE SINK
PEELER
TABLE
OVEN, BROILER, RANGE, SINK, KETTLE, STEAMER
HOOD OVER
BLOCK, COOK'S TABLE, BAIN MARIE
REFRIGERATOR
SALAD TABLE SINK
SHELF
COUNTER
COLD PAN
42"
TRAYS SILVER
PLATE
TABLE
MIXER, SINK

CAFETERIA
SINGLE COUNTER SERVICE

LAYOUTS


TABLES
WATER COOLER
0
4
8
SERVICE UNIT
DISPLAY CASE
CASHIERS
COFFEE
SERVICE TABLE, ICE CREAM, REFRIGERATOR
COLD PAN, BOTTLE PAN
SANDWICH BOX
COUNTER
STEAM TABLE
DISPLAY CASE
SLIDE RAIL
GUARD RAIL
SILVER STAND
SILVER STAND
PROOF OVEN
SHELF
TABLE
SINK
MIXER
PLATE
OVEN
REFRIGERATOR, PAN RACK
DISH TRUCKS
SOILED DISHES
GLASS
WASHERS
DISH
CLEAN DISHES
TABLE
SHELF
PEELER
BLOCK, BENCH, VEGETABLE SINK
SHELF
STEAMER, KETTLES, FRYERS, THREE RANGES & BROILER
HOOD OVER
COOK'S TABLE
SINK, BAIN MARIE,
TABLE
WOMEN
LOCKERS
POT SINK
LOCKERS
MEN
POT STAND
SILVER BURNISHER
TABLE
MEAT SLICER
TABLE
SALAD SINK
TABLE, MIXER
SHELF
REFRIGERATORS
DAIRY
MEAT
VEGETABLE
STORE ROOM
SHELVING
OFFICE

Courtesy Nathan Strauss -
Duparquet Inc.

CAFETERIA
DOUBLE COUNTER SERVICE

SUPPLEMENTARY READING LIST

Books and Reports

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COMPANY RESTAURANT SUCCESSFULLY OPERATED -- S.W. Allender, Assistant to the President, Monsanto Chemical Company. EXECUTIVES SERVICE BULLETIN, Metropolitan Life Insurance Company, May 1940, pages 5-6.

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2,750 MEALS A DAY -- AND IN THE BLACK -- F.G. Barr, National Cash Register Co. Photographs of kitchen, floor plans, and description of how meals are prepared and served. FACTORY MANAGEMENT AND MAINTENANCE, November 1937, pages 75-78.

WAR DECLARED ON GENERAL ILLNESS -- Harvey M. Hall. Photographs and discussion of mobile food containers used by Wright Aeronautical Corp. STEEL, December 29, 1941, pages 48-49. 75-76.

WHERE DO THEY EAT? -- Allan W. Hardman. Photographs and description of large and small cafeterias. NATIONAL SAFETY NEWS, February 1941, pages 20-21, 72.

Trade Papers

AMERICAN RESTAURANT MAGAZINE -- Paterson Publishing Co., Chicago, Ill.

RESTAURANT MANAGEMENT -- Ahrens Publishing Co., New York, N.Y.

LUNCHROOMS FOR EMPLOYEES is one of a number of studies issued by the Policyholders Service Bureau. It is typical of one phase of a program of service provided for companies that insure their employees under Metropolitan Group policies.

For many years the Metropolitan's health publications and services have been helping its policyholders keep well. With the growth of Group insurance came demands for special information -- first on problems relating to the health and safety of employees, then to other phases of industrial relations and on problems of general management.

The Metropolitan accepted these service opportunities as a matter of good business practice. The health and safety of employees is directly reflected in the Company's claim experience. Assistance on other types of business management problems helps safeguard premium income by acquainting Group-insured companies with methods and practices that have resulted in more profitable operation and more stabilized employment in other organizations.

When the information gathered for a particular Group policyholder is believed to be of wide interest, it is put into suitable report form and offered to Group-insured companies generally. The present report is typical. Some other reports that have grown out of investigations made by the specialists who comprise the staff of the Policyholders Service Bureau are:

ACCOUNTING FOR THE OPERATION OF INDUSTRIAL LUNCHROOMS

EMPLOYEE MAGAZINES

MAKING EMPLOYEES WASTE CONSCIOUS

CONTROL OF ABSENCE

AIR-RAID PRECAUTIONS FOR PERSONNEL, PLANTS AND BUILDINGS

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Policyholders Service Bureau
Metropolitan Life Insurance Company
1 Madison Avenue
New York, N.Y.

ISENHOWER

son wrote that Gen. George C. Marshall
, fair, human, quiet, unassuming, unpretentious—
y efficient as a surgeon's scalpel."

years as Chief of Staff of the Army, Gen. Marshall has one nothing to dull any facet of that tribute. On the contrary, the spotlight of the war has illuminated all of those traits in him. This week's announcement by President Roosevelt that Marshall would continue as Chief of Staff, despite the expiration of his four-year term, was consequently no surprise. The Army and the people, reading the record of the war to date, will applaud the President's action.

Similarly, the promotion of Gen. Eisenhower from his "permanent" rank of colonel to a major generalship—his full generalship being only temporary—is an appropriate recognition of tasks well done in the face of many difficulties not only of strategy and tactics but of logistics and diplomacy. It is a good guess that campaigns to come will bring Gen. Eisenhower further promotion, and further decorations such as the Oak Leaf Cluster which the President has just added to the Distinguished Service Medal "Ike" won in the last war.

VEGETARIANS ALL?

ALF M. LANDON charged at Kansas City this week that the New Deal was "planning to change your diet." He said Herbert H. Lehman, director of the Office of Foreign Relief and Rehabilitation Operations, had written in a magazine that America must go on a cereal diet.

Most Americans—at least those who treat the black market with a prompt contempt—have already changed their diet. They can't get as much good red beef as they like, for one thing. Many other foods fall short of meeting the swollen demand.

But Mr. Landon seems to be inaccurate in accusing Mr. Lehman of a plot to make rice-eaters of us all. At least Mr. Lehman's office denies he ever made such a statement. And a search of his recent magazine articles reveals no cereal-diet threat.

On the contrary, in the June Country Gentleman, Mr. Lehman had a word of reassurance for "farmers who, looking at their greatly expanded herds, feel the cold touch of trepidation. They look at their herds and ask, 'What about those when the war comes to an end?' Remembering the debacle of falling prices at the end of World War I, they ask, 'Will it happen again?' "

In reply, he describes the depleted condition of European herds, both as to size and quality, and says the rejuvenation of these herds can be accomplished only by drawing on America's splendid stock. (Incidentally, he suggests the possibility of artificial insemination on a large scale, with airplanes linking bulls, boars and rams in America with their opposite numbers overseas.)

Mr. Lehman does concede—in the American Magazine—that we will face continued food restrictions for a time after the war, because of the needs of liberated peoples in Europe and Asia. But, he warns, "if we allow famine and revolution further to weaken" these peoples, "they will hate the whole world and will
leader to arise." That

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(Note: The
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Dearest Mother:

You must not fear for
say that not only to you bu
leine (sister) and every one w
feel as you do. The safety of the
dividual must be forgotten. It is more than a patriotism which sustains me, and many others who feel as I do. We are thinking of all the folk who live in our world today. Even those whom we must fight, our enemies, take part in the pageantry of our ideals. They only fight us because they are enslaved by a cruel and false tyranny of thought. When they are freed of that tyranny they may join us in a new and vigorous attempt to make ourselves great and free. If you, and our other mothers and fathers believe this, our safety becomes trivial in comparison with the safety of society.

Had I known yesterday just how troubled Madeleine was on her brother's account, I would have tried to make her understand this fact. It is a fact! Somehow, Mother, I believe I fail to teach you where our strength lies, not because you can't or won't understand our ideals but because I am unable to see myself so important as you think of me. I remain a mere simple man, one of many, doing a job or preparing for one for which we have no feeling except revulsion, only because conditions have come upon us in these days which we cannot and will not tolerate. I used to think of myself as the center of the entire universe—I confess it now. Oh, how I wanted to be thought brilliant. But when the suffering and fears of others threatened to become our agonies I saw that I had already been wounded without pain or scar; for when our brothers are hurt we, too, are hurt, they suffering immediate hurt, we suffering after-hurt, the pain of remorse that we did not recognize them as our brothers.

If you can believe these tru
of you, then you will not fe
nor any of my comrades.

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Editor The News:

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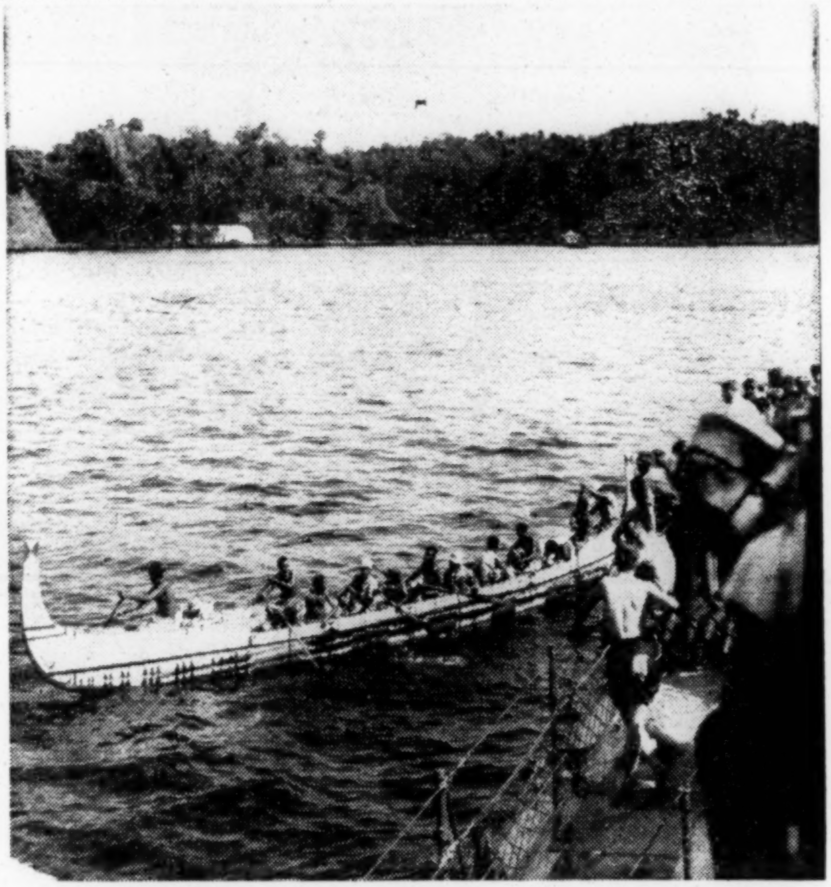
ection" after the war. And it's high time, inc
go to bat for them. They number almost 1,700,000.
them probably will find themselves fired when peace
they bargained for when they entered Government. Neverthe
a right to insist that it be handled fairly and squarely.

Things You Didn't Know About Yourself

According to a recent War Food Administration survey, the average Federal employe here spends 27 cents for breakfast, 35½ cents for lunch, and 71¼ cents for dinner . . . One out of every 20 skips breakfast altogether, or takes only a cup of coffee. Four and one-half per cent say they have no way of getting food when ill . . . Fifty-three per cent eat lunch in a Government cafeteria, and 21 per cent carry part or all of their lunches from home. And 38 per cent of the employes at Veterans Administration, and 47 per cent at Internal Revenue Bureau say their lunch hour isn't long enough . . . Seventy-one per cent regularly eat green leafy or yellow vegetables, and 93 per cent eat meat when it is on the menu. Ninety-eight per cent eat cereals, but only 61 per cent drink milk . . . Workers at $2000 to $3000 eat better than any other salary group. Those at $3000-and-up eat next best, and those below $1500 have the poorest diet . . . And only 15 per cent take time out during the day for between-meal eating.

Now It's Your Turn

Here's a message to all Government employes: The Blood Donor campaign is sagging badly. Army and Navy officials are sincerely worried. Some Federal workers have donated as many as a dozen times. Others haven't donated at all. This time, the appeal is truly urgent. Don't put it off another day . . . WPB's 70-piece symphony orchestra will appear in a concert Sunday at 8:30 p. m. at Sylvan Theater . . . And Army Service Forces is trying hard to put its house in order. It has sent out several teams of personnel experts to inspect its various field establishments. They are bringing about real reforms.



U. S. warship comes to anchor

Eat the RIGHT Food

to Help keep you Fit

Try to include in your meals every day - - -

MILK

For a growing child, ¾ to 1 quart.
For an expectant or nursing mother, 1 quart.
For other family members, 1 pint or more.

LEAFY, GREEN, OR YELLOW VEGETABLES

1 or more servings.

TOMATOES, ORANGES, GRAPEFRUIT . . ANY RAW FRUIT OR VEGETABLE RICH IN VITAMIN C

1 or more servings.

POTATOES, OTHER VEGETABLES, OR FRUIT

2 or more servings.

EGGS

1 (or at least 3 or 4 a week).

LEAN MEAT, POULTRY, FISH

1 or more servings.

CEREALS AND BREAD

At least 2 servings of whole-grain products.

FATS

SWEETS

As needed to satisfy the appetite.

WATER

6 or more glasses.

Use fluid whole or skim milk, buttermilk, evaporated milk, dry milk, cheese—on the table and in cooking.

Count 1 pint of undiluted evaporated milk (a little more than 1 tall can), or ¼ pound of dry milk, or ⅓ pound of cheese as having about the same food value as 1 quart of fluid milk.

■ Use green leafy vegetables often—spinach, kale, chard, collards, mustard greens, beet or turnip tops, or wild greens such as dandelion, lambsquarters, dock, cress, purslane.

Save vitamins and minerals in all vegetables by not cooking any longer or in more water than necessary. Use the cooking water or juices. Do not use soda in cooking vegetables.

■ Eat eggs poached, scrambled, fried, or cooked in the shell—and count the eggs used in custards and sauces and in baking.

■ Choose different kinds of meats, fish, poultry for variety of food values and flavor. Occasionally, use liver, kidney, and such salt-water fish as salmon, herring, and mackerel.

In economical diets use dried beans or peas as the main dish several times a week.

■ Include plenty of whole-grain bread or cereals, such as dark rye or whole-wheat bread, rolled oats, cracked wheat, whole-ground corn meal. Count spaghetti, macaroni, noodles, grits, and white rice along with white bread and cereals—not as vegetables.

■ Count salt pork, fatback, and bacon as fat—not as meat. Use butter or other vitamin-rich fat every day.

■ Use sweets in moderation to make the diet palatable, but not enough to spoil the appetite for other foods. Count very sweet desserts, molasses, sirups, honey, jellies, jams, sugars, and candies as sweets.

■ Form a regular water-drinking habit and drink plenty of water, especially in summer. When perspiration is excessive, use an abundance of water and extra salt.

■ Remember that infants and growing children need fish-liver oil, direct sunshine, or some other rich source of vitamin D.

The right food - - -

- Builds and repairs your body.
- Keeps it in good running order.
- Gives you energy for work and play.
- Helps prolong your prime of life.
- Is a basis for good health.

Issued by
BUREAU OF HOME ECONOMICS
United States Department of Agriculture

with the cooperation of

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and

OFFICE OF EDUCATION

and

PUBLIC HEALTH SERVICE
Federal Security Agency

NUTRITION 1936- 1940

Extracts from

THE HUMAN FACTOR IN INDUSTRY

by
Eric Palmer
(Pseudonym for one of the recognized Experts for
Factory Development) Chapman & Hall, London. 1936.
P. 7-9, 14-15

"Perhaps the most important single factor in producing greater production, less tendency to acccidents and a friendlier relationship between managers, foremen and workers is the introduction of the rest pause with refreshments.

The thing itself is so easy and so cheap and, indeed, enters that large category of accomplishment of which we all have said from time to time, "why did we not think of this before?"

Yet the rest pause with refreshments was and still is the subject of much controversy.

Government investigators have expounded their views and works managers and foremen have expounded theirs.

All the Government investigators plump for it unhesitatingly, all the employers who have introduced the change swear by it, but there are still large numbers of employers who will not make the change at any price, just, of course, as there are people who resist every change until it is an accomplished fact.

Personally, I do not propose to offer any opinion on the matter but will merely recite the evidence of both Government investigators and the experiences of employers as recorded by themselves.

The most conclusive evidence of the value of the rest pause with refreshment is contained in a Report issued by the Medical Research Council and the results are so outstanding that one wonders why the custom is not universal."

It is called:—

"Two Studies on Hours of Work" :—
"(1) Five-hour Spells for Women with Reference to Rest Pauses." By. H. M. Vernon, M. D., and M. D. Vernon, M. A., assisted by L. Lorrain-Smith, M. A.
"(2) The Two-Shift System in certain Factories." By May Smith, M. A., and M. D. Vernon, M. A.

Right at the outset they take the view that the new conditions governing the workers' life outside the factory make the break with refreshment an absolute necessity.

The change in working hours is one of the prime factors in making the rest pause a necessity, because, although the working week has been reduced in many factories from 54 hours per week to 47 and 48, the actual working spell between meals has been increased.

A colleague who called at Boots Pure Drug Company (employing 720 workers) at Cornwall Road, London, S. E., reports as follows:—

"A 10-minute break is allowed morning and afternoon for tea, which is provided free by the Company. Mr. Parker, the General Under-Manager, whom I interviewed, told me he most certainly thought that this increased efficiency and was to the mutual benefit of employer and employees. He added that I might take his remarks as applying to their Nottingham works as well, where some 5,000 are employed."

Another report from County of London Electric Supply Company at Mitcham, supplied by a colleague, says:—

"Facilities are given for both morning and afternoon tea and it was considered highly beneficial."

The works manager of Sperry Gyroscope Company Ltd., Brentford, says that even with one half-hour's rest pause, 15 minutes mid-morning and 15 minutes mid-afternoon, output is just as high as before the introduction of the break.

"On the other hand, the men felt that we are very reasonable and just with regard to the section where there are two rest pauses, and consequently the spirit is better and a contented shop is always easier to run than a discontented one."

4 Article by Mabel C. Beeler, R.N., Director, Medical And Welfare Department, Federal Reserve Bank, Kansas City, Mo.,
Presented before the Industrial Nursing Section Round Table,
Biennial Convention, Kansas City, Mo., April 27, 1938.

FOOD IN INDUSTRY

Businesses and industries in increasing numbers are establishing nursing departments and food departments for the benefit of their employees. These services are offered to employees in banks, department stores, factories, manufacturing concerns, steel mills, and other industries, large and small. More and more the nursing and food departments are joining hands. And today many nurses in industry actively supervise the food departments to some degree, both those serving full meals and those which serve merely light, supplementary foods.

Industrial nursing has two main objectives, emergency treatment and preventive work. Preventive work means keeping employees well and on the job. Here food plays an important part. Employees must have proper food in correct amounts, substantial, well balanced, and at low cost. The nurse is not responsible for preparing either regular food or special diets, but she sees to it that the right kind of food is provided, and that it is properly prepared and tastily served so that the employee is kept in condition to perform his particular task to the best of his ability.

The number of industrial nurses assuming active supervision of the food service in industries is increasing. Of course, each industry's food requirements depend on the type of work in that industry. We are inclined to think that manual workers require heavier foods and larger quantities of food, and that office workers need only the lighter foods. But it may be surprising to learn that office workers or "brain workers" require good, substantial foods, though in lesser portions. It is the overloaded stomach that results in sluggishness and sleepiness, whether the employee is engaged in manual or mental work. Well cooked food that looks and smells appetizing keeps a well stomach well and often makes a healthy stomach out of an ailing one. In industry we are dealing primarily with well people and we want to keep them that way.

It is quite as essential for an industrial nurse to know what food the workers eat as it is to know that hazards are removed, machinery properly guarded, and sanitary working conditions provided. Days lost because of illness or hours lost because of indisposition result in lost time. Decreased efficiency in workers cannot even be computed. The nurse should know the food requirements for workers in her industry, and cooperation, at least, between the nursing and the food departments is important. In many industries the dining department is managed by persons who do not have special training - and often not any training or knowledge - in regard to food and nutrition, and who make no study of the food requirements of employees. The noon meal is the main meal of the day for many workers; therefore, it should be planned to furnish the largest amount of nutrition possible. The employee will usually consult the nurse for suggestions on diet in both health and illness.

The food service may vary from complete meals without cost to the employee - or perhaps only tea and coffee gratis - to food at actual cost. But in any case it is the nurse's concern to know that the food offered is well balanced and appetizing, thus making for greater efficiency, closer cooperation, and good will. In many industries employees bring their own lunches. The nurse may tactfully ascertain the kind of food the workers are eating and make helpful suggestions for the right sort of meal. No one objects to friendly help that will make him feel well, and the industrial nurse can be the medium for creating a happier atmosphere by displaying a personal interest in individual employees.

Many nurses may not feel that they have the preparation for supervision of the food in industry. However, the nurse is frequently the person in the plant or business who is best prepared to assume this responsibility, and she can supplement her knowledge by taking additional courses, by study, and by the use of nutritional consultant services offered by local and state health agencies.

The supervision of food in industry will extend the boundaries of industrial nursing, opening up a broader and more interesting field, and will make the industrial nurse of greater value to her employer, to her employees, and to herself.

See last ¶ on next page

RESULTS OF SUPPLEMENTING THE DIETARY OF SUBSTANDARD WORKERS WITH COD LIVER OIL AND MILK

Arthur D. Holmes, Ph.D., and Madeleine G. Pigott, B.S.
Research Laboratories, The E.L. Patch Co., Boston, Mass
and
Wm. Alfred Sawyer, M.D., and Laura Comstock, M.S.
Medical Department, Eastman Kodak Co., Rochester, N.Y.

* * * *It was arranged that a group of underweight women should be given supplementary feedings of one tablespoonful of cod liver oil and one pint of milk daily, separate from their ordinary home ration. The oil and milk were served during the morning and afternoon rest periods. The criteria used for judging the value of this supplementary feeding were increase in body weight, decrease in number of absences, and increase in efficiency at usual daily tasks. Data were also collected concerning the frequency and severity of colds and other illnesses, and concerning menstrual irregularities.

The duration of the experiment was from the middle of December to the middle of May. This is the season when the quality and quantity of sunlight is at a minimum, when the vitamin content of milk, vegetables, and other foods is somewhat decreased, and when colds and their sequelae are most prevalent.

Sixty-three young women served as subjects--forty-five in a one-year test and eighteen in a test of two years' duration. The women participating in both tests were industrially employed at tasks rated as light muscular activity. Their ages ranged from 18 to 45 years: Eleven were under 21 years, thirty-six were between 20 and 30, and sixteen were over 30. At the time of the initial weighing, the women were all underweight, the range being from 1.4 percent to 29.4 percent; over 50 percent were more than 10 percent underweight.

* * * * *

A daily record was made of attendance and the cause of previous absences and illnesses. Weekly records were made of body weight and efficiency rating. The addition of cod liver oil and milk to the usual home diets of the forty-five young women included in the one-year test was followed in the majority of instances by an increase in body weight--an average of 2.6 pounds--by a decrease in absences from employment, and by an increase in efficiency.

At the time of the initial weighing, fourteen of the women stated that they suffered from menstrual irregularities--seven from irregular menstrual periods, five from dysmenorrhea, and two from severe menstrual headaches. Of these, six reported that their menstrual irregularities were completely corrected, six were benefitted, and two could see little if any improvement from the use of cod liver oil and milk. These women were absent from employment 195 hours less than during the corresponding time the year previous.

In the two-year test, all but three of the eighteen women gained in weight each year--an average of 4.5 pounds during the first year and an average of 1 pound during the second year.

The absence record for the members of this group showed a very definite improvement following the addition of cod liver oil and milk as supplements to the usual home diet. The average hours of absence (December to May) totaled 105.3 for the year previous to the test, 68.4 for the first year, and 40.8 for the second year--a total reduction of 61 percent.

The average efficiency for the group was 77.8 for the year previous to the test, 78.8 for the first year, and 80.1 for the second year.

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- Journal of Industrial Hygiene
June 1932

Serial No. R. 375

[From the MONTHLY LABOR REVIEW (April 1936) of the Bureau of Labor Statistics
United States Department of Labor]

Food Consumption at Different Economic Levels

By FAITH M. WILLIAMS, of the BUREAU OF LABOR STATISTICS

AS THE economic well-being of the worker's family increases the proportion of the family budget spent for food decreases, though the actual number of dollars spent for food may increase. These shifts in the use of the worker's dollar are shown by preliminary figures from the Bureau of Labor Statistics study of the consumption of employed wage earners and lower-salaried clerical workers.[1] With increasing resources, there are important shifts in the proportions in which different types of food are purchased. At the lowest of the levels analyzed, the market basket is heavily weighted with bread, flour and meal, and white and sweet potatoes. At the higher levels, per-capita consumption of cereal products is only slightly larger than at the lower levels, the consumption of potatoes is somewhat higher, but consumption of leafy and other fresh vegetables and of fresh fruits doubles, and that of meat and eggs is more than 50 percent greater.

The families in this investigation have been classified according to the level of their expenditures for all consumption goods. That level depends both upon the total amount spent for this purpose and upon the number, age, sex, and occupation of the consumers dependent on the family funds. Total family expenditures have been reduced to an outlay per "consumption unit", that is, per equivalent adult male, calculated for each family. The amount of the total expenditure per "consumption unit" indicates the economic level of the family. The number of "consumption units" in a family is estimated on a composite basis. Expenditures for food and clothing are especially influenced by sex and age; and two scales have been developed, one for food and one for clothing, by means of which the number of members of the family may be expressed in terms of equivalent adult males.[2] Classification of the families from which data on expenditures were secured by "expenditure per consumption unit" brings into sharp relief differences in consumer purchases at different levels of economic pressure.

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[1] See Monthly Labor Review, March 1936 (pp. 554-563).

The Bureau is indebted to the following agencies which have cooperated in the collection of the data presented in this report: The New Hampshire Minimum Wage Office, the New Hampshire Emergency Relief Administration, the School for Social Work of Tulane University, the Louisiana Emergency Relief Administration, the Virginia State Tax Commission, the Virginia Emergency Relief Administration, the Richmond and Henrico County Consumers' Councils, the Massachusetts Emergency Relief Administration, the Hampden County Consumers' Council, the Suffolk County Consumers' Council, the West Tennessee State Teachers College, Southwestern University, Le Moyne College, and the Shelby County Consumers' Council.

[2] See Monthly Labor Review, March 1936 (pp. 558-559).

A previous article[2] has shown the differences in family income, family composition and spending habits between New Hampshire families spending more than $400 per consumption unit for all consumer goods and those spending less than $400. In the group at the lower economic level there were smaller family incomes, and more persons per family than in the group at the higher level. As a result of both these circumstances, the average percentage of total expenditure allocated to food is larger at the lower economic level, 38.5 percent as compared with 30 percent.

The average expenditure for food by the New Hampshire families at the higher economic level was $419 per family and $175 per food-consumption unit; at the lower economic level $437 per family and $117 per food-consumption unit.

Similar figures for white families studied in three large cities of southeastern United States (Richmond, Va.; Birmingham, Ala.; and New Orleans, La.) show a distribution of family expenditures in many ways very similar to those for the 11 New Hampshire communities. The figures presented in table 1 show that the difference between the percentage of total expenditures going for food at the two economic levels analyzed varied from 8.5 points in Birmingham to 11 points in Richmond. The New Orleans families with average expenditure per consumption unit under $400 had lower total expenditures on the average than any other group analyzed so far, and devoted 41.3 percent of that total to food, a higher percentage than any other discovered so far in this investigation.

Table 1.—Relationship of Expenditure for Food to Total Expenditure by Families of Wage Earners and Lower-Salaried Clerical Workers in 1933–34

Item	Families with total expenditures per consumption unit of—					
	Under $400			$400 and over		
	Richmond	Birmingham	New Orleans	Richmond	Birmingham	New Orleans
Number of families	72	88	158	126	114	163
Average number of persons per economic family	5.04	4.56	4.60	3.05	2.99	3.02
Average total expenditure	$1,231	$1,153	$1,042	$1,719	$1,699	$1,548
Average expenditure for food per family	$458	$417	$430	$451	$470	$495
Average expenditure for food per food-consumption unit	$109	$106	$113	$169	$183	$192
Proportion of total current expenditures for food percent	37.2	36.2	41.3	26.2	27.7	32.0

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[2] See Monthly Labor Review, March 1936 (pp. 558–559).

Even more interesting are the data obtained on the kinds of food purchased by families with total expenditures of varying amounts. Food-consumption records are being kept by a large number of families for 1 week at each season of the year for the purpose of providing the Bureau of Labor Statistics with accurate figures on seasonal variations in food consumption. On the basis of these variations new weights will be developed for use in the currently published indexes of food costs. These records have been supervised by trained field workers who assisted the housewife in taking inventories of food on hand at the beginning and end of the record period and who made daily visits to the families during the 4 weeks in which the accounts were kept.

Summaries are now available showing the amounts of food consumed in 1 week in the spring of 1935 by 324 families at different economic levels in representative cities in northeastern and southeastern United States.

In reviewing the data it is important to keep in mind the fact that they are based on records of food consumption kept by families of employed wage earners and lower-salaried workers. The first purpose of the general investigation of which these dietary records are a part was to provide a basis for revising and extending the Bureau of Labor Statistics current indexes of the cost of goods purchased by wage earners and lower-salaried workers. Data which will be used for this purpose should not reflect the distorted spending of families whose incomes have been abnormally low and irregular. The sample studied was therefore limited to families who had not received relief during the year covered, and to families in which there was at least one earner who had a minimum of 3½ days' employment in each of 36 weeks during the year, or a total of 1,008 or more hours' employment in more than 36 weeks. An exception was made in the case of families in which the chief earner was employed in an industry normally seasonal, such as the building trades, coal mining, and the garment industry. Such families were included in the investigation if the chief earner had employment for 3½ days a week for each of 30 weeks.

For the purposes of this study of variations in food consumption, total expenditures per "consumption unit" have been grouped into four classes: Under $300, $300 to $399, $400 to $499, and $500 or more.

Table 2.—Average Weekly Per-Capita Consumption of Foods at Different Economic Levels by Families of White Wage Earners and Lower-Salaried Clerical Workers, Spring of 1935

Quantity

Food group	9 New England cities (181 families)[1]				4 southeastern cities (143 families)[2]			
	Weekly per-capita consumption by families with total annual expenditure per consumption unit of—							
	Under $300 (41 families)	$300 to $399 (47 families)	$400 to $499 (41 families)	$500 and over (52 families)	Under $300 (43 families)	$300 to $399 (32 families)	$400 to $499 (22 families)	$500 and over (46 families)
	Lb.	*Lb.*	*Lb.*	*Lb.*	*Lb.*	*Lb.*	*Lb.*	*Lb.*
Meats, poultry, and fish	2.11	2.58	2.75	3.55	1.22	1.98	2.36	2.27
Eggs	.53	.71	.77	.89	.62	.84	.89	.96
Milk, cream, and ice cream	5.29	6.87	6.77	6.63	4.49	4.99	4.79	5.66
Cheese	.08	.11	.06	.12	.06	.07	.12	.23
Butter and butter substitutes	.46	.57	.57	.61	.30	.32	.36	.43
Cooking oils and fats	.18	.21	.15	.26	.31	.43	.38	.54
Lard and lard substitutes	.17	.20	.24	.18	.51	.45	.37	.30
Bread	2.33	2.04	2.09	1.92	1.10	1.22	1.76	1.44
Other baked goods	.74	.86	1.08	1.10	.30	.48	.55	.62
Flour	.61	.68	.74	.74	1.46	1.82	1.24	.94
Other grain and cereal products	.41	.64	.55	.47	.98	.90	.79	.97
Sweets	1.31	1.44	1.44	1.48	1.18	1.20	1.17	1.55
Potatoes and sweetpotatoes	3.41	3.74	4.00	3.98	1.58	1.86	2.30	2.08
Tomatoes, fresh and canned	.34	.30	.56	.45	.36	.51	.67	.71
Leafy vegetables	.37	.43	.72	.70	.88	.77	.79	1.33
Other vegetables, fresh	.67	.83	1.24	1.67	.85	.96	1.46	1.55
Other vegetables, canned and dried	.70	.67	.85	.72	.58	.71	.65	.74
Nuts	.05	.07	.09	.07	.09	.08	.06	.08
Fruits, fresh, and juices	1.34	2.43	2.71	3.45	1.00	1.56	2.15	2.43
Fruits, dried and canned	.24	.31	.43	.39	.17	.25	.51	.47
Canned soup	.15	.19	.27	.11	.08	.05	.08	.08
Miscellaneous foods	.23	.40	.51	.57	.27	.39	.41	.53
Percent								
Meats, poultry, and fish	100	122	130	168	100	162	193	186
Eggs	100	134	145	168	100	135	144	155
Milk, cream, and ice cream	100	130	128	125	100	111	107	126
Cheese	100	138	75	150	100	117	200	383
Butter and butter substitutes	100	124	124	133	100	107	120	143
Cooking oils and fats	100	117	83	144	100	139	123	174
Lard and lard substitutes	100	118	141	106	100	88	73	59
Bread	100	88	90	82	100	111	160	131
Other baked goods	100	116	146	149	100	160	183	207
Flour	100	111	121	121	100	125	85	64
Other grain and cereal products	100	156	134	115	100	92	81	99
Sweets	100	110	110	113	100	102	99	131
Potatoes and sweetpotatoes	100	110	117	117	100	118	146	132
Tomatoes, fresh and canned	100	88	165	132	100	142	186	197
Leafy vegetables	100	116	195	189	100	88	90	151
Other vegetables, fresh	100	124	185	249	100	113	172	182
Other vegetables, canned and dried	100	96	121	103	100	122	112	128
Nuts	100	140	180	140	100	89	67	89
Fruits, fresh, and juices	100	181	202	257	100	156	215	243
Fruits, dried and canned	100	129	179	163	100	147	300	276
Canned soup	100	127	180	73	100	63	100	100
Miscellaneous foods	100	174	222	248	100	144	152	196

[1] Berlin, N. H., 10 families; Boston, Mass., 39 families; Claremont, N. H., 24 families; Concord, N. H., 23 families; Keene, N. H., 10 families; Littleton, N. H., 24 families; Nashua, N. H., 25 families; Portsmouth, N. H., 10 families; Springfield, Mass., 16 families.

[2] Birmingham, Ala., 51 families; Memphis, Tenn., 37 families; Mobile, Ala., 23 families; and Richmond, Va., 32 families.

The striking fact shown by the data now available is that, as the total expenditure for all consumer goods increases, there is a substantial increase in the consumption of the so-called protective foods, i. e., the foods rich in minerals and vitamins. In the New England communities the consumption of fresh vegetables, fruits, and fruit juices was 5.82 pounds per capita per week in the highest economic group studied as compared with only 2.38 pounds in the lowest economic group. In the southeastern cities there was only slightly less variation between the two groups, the pounds consumed being 5.31 and 2.73 in the highest and lowest groups. In both regions families with an expenditure per consumption unit of $500 and over used over 50 percent more meat, poultry, eggs, and cheese than the families with an expenditure per consumption unit of less than $300. The increase in the consumption of milk, however, is less marked, being only 25 percent in the New England communities and 26 percent in the southeastern cities.

The consumption of grain products, on the other hand, is comparatively stable. Bread, baked goods, flour, and other grain and cereal products show only a small increase with increases in total family expenditure. In the southeastern cities the total average number of pounds of grain and cereal products used per week per capita by the lowest economic group was 3.84, and by the highest economic group 3.97. In New England the same groups used 4.09 pounds and 4.23 pounds, respectively.

The consumption of sweets by the highest economic group in the southeastern cities was 31 percent more than that of the lowest economic group, but the $400 to $499 group in the South used 1 percent less than the amount used by the lowest economic group. In the New England communities the families with an expenditure per consumption unit of $500 and over used only 13 percent more sweets than the families with an expenditure per consumption unit of less than $300, and the families in the two intermediate expenditure groups, 10 percent more.

These figures indicate that as total family funds increase, workers buy diets more nearly meeting their own nutritional needs and those of their families.

An analysis of annual food expenditures in the year 1933–34 by families of workers in Birmingham and New Orleans in relation to the cost of the Bureau of Home Economics adequate diet at minimum cost brings out very interesting facts in regard to the adequacy of the food expenditures of the two groups.[3] In that analysis the size of each family was measured by an adult male equivalent scale based on the adequate diet at minimum cost for persons of different age, sex, and activity.[4] Actual annual expenditure for food was divided by family size in terms of adequate food-cost units to determine the expenditure per adequate food-cost unit. The resulting food-expenditure figure was then compared with the cost of the "adequate diet at minimum cost" for an adult man at moderate work, for each city for the period covered by the family-expenditure figures. The comparison showed that 57 percent of the families studied in Birmingham and 69 percent of the families studied in New Orleans spent enough money to buy this diet. It must, of course, be recognized further that many of the families spending enough to secure this diet probably were not adequately nourished, because they did not have the educational or traditional background which would have made it easy for them to secure foods providing the needed calcium, phosphorus, iron, and vitamins with the amount of money they had to spend.

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[3] U. S. Department of Agriculture, Bureau of Home Economics, Circular 296: Diets at Four Levels of Nutritive Content and Cost, by H. K. Stiebeling and M. M. Ward, Washington, 1933, p. 31.

[4] Idem, p. 29.

The difference in the expenditure habits of families in the two cities is further emphasized by the figures on the distribution of families with adequate and inadequate expenditures for food by total family expenditures per consumption unit. In Birmingham only 23 percent of the families with total expenditures per consumption unit from $200 to $400 spent enough for food to obtain the adequate diet at minimum cost, while in New Orleans 51 percent of the families at that expenditure level devoted enough of their total outlay to food to have secured that diet. Similarly in the groups spending for all items from $400 to $600 per consumption unit, in Birmingham 73 percent but in New Orleans 92 percent spent enough to secure the adequate diet at minimum cost. The analysis of the data on food purchases obtained from the families in the two cities has not yet progressed far enough to make it possible to say exactly why the figures are so different.

At the lower consumption level, one cannot assume that the purchase of an adequate diet would represent wise spending. The incomes of families of father and mother and one to four children spending from $200 to $400 per consumption unit in Birmingham and New Orleans in the year of the study averaged $1,059. It is obvious that with family funds so small expenditures for food large enough to provide an adequate diet would very seldom leave enough to secure clothing, housing, fuel and light, medical care, personal care, and to pay for carfares, union dues, newspapers and the other sorts of recreation which are a necessity to the city worker and his family. For families with such incomes well-balanced spending must presumably result in a distribution of funds to all the categories of family needs without resulting in adequacy in any one.

The Bureau of Home Economics at the United States Department of Agriculture has undertaken the nutritional analysis of the food consumption of wage earners and lower-salaried clerical workers as shown by this investigation, and an article in a forthcoming number of the Monthly Labor Review will present preliminary figures from that analysis.

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Isador Lubin, *Commissioner*

NUTRITIVE VALUE OF DIETS OF FAMILIES OF WAGE EARNERS AND CLERICAL WORKERS IN NORTH ATLANTIC CITIES

1934–35

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[*From the Monthly Labor Review (July 1936) of the Bureau of Labor Statistics, United States Department of Labor*]

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Nutritive Value of Diets of Families of Wage Earners and Clerical Workers in North Atlantic Cities, 1934–35

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THE nutrition of the workers is a matter of world-wide concern today. The International Labor Office and the League of Nations, as well as several individual governments, are giving thoughtful attention to the problem, recognizing that nutrition, especially in early life, may profoundly affect the well-being and social value of an individual. A study of this subject will concern itself with the available income as related to food costs and with the relative efficiency of different patterns of expenditure for food. This latter aspect, which places emphasis on the nutritional as contrasted with the economic considerations, is dealt with in this article.

One of the earliest scientific reports on food consumption in this country (*1*)[1] gave considerable attention to dietaries of working people. Atwater, in his appraisal of their diets 50 years ago, wrote: "It is undeniably true that much money is wasted in the purchase of food which is lacking in the elements of nutrition, and that the income of the working classes might be made far more effective if it were expended in accordance with the results of scientific research." The advance in our knowledge during the last half century serves to emphasize this position, and to extend its implications. McLester pointed out in his presidential address before the American Medical Association that whereas in the past science has conferred on those peoples who availed themselves of the newer knowledge of infectious diseases better health and a greater average length of life, in the future science promises to those races who will take advantage of the newer knowledge of nutrition a larger stature, greater vigor, increased longevity, and a higher level of cultural attainment (*4*).

As part of the 1934–35 study of disbursements of families of wage earners and low-salaried workers,[2] the United States Bureau of Labor Statistics has secured about 3,000 weekly records of food consumption from urban families in different parts of the country at different seasons of the year. Analysis of these data from the nutritional view-point has been undertaken by the United States Bureau of Home Economics at the request of the United States Bureau of Labor Statistics. This article presents an interim report on the content and nutritive value of winter diets of families living in eight North Atlantic cities. Dietary records were secured from 209 white families [3] living in these eight cities.

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[1] Italic numerals in parentheses refer to Literature Cited (p. 10).

[2] For previous articles on various phases of this study, see Monthly Labor Review, 1936, issues of March (p. 554), April (p. 889), May (p. 1457), and June (p. 1744).

From these 209 records, 73 were selected for special analysis, on the basis of the level of the expense for food. To accomplish this classification, the number of equivalent adult food-cost units [4] in each of the 209 families was determined by the use of figures on the cost of feeding individuals in different age and activity groups relative to the cost of feeding a moderately active man. These were derived by applying average retail food prices for 1934 to food budgets for individuals, developed from earlier studies of the food-consumption habits of urban and village families spending moderate amounts for food. In a population distributed as to age, sex, and probable activity as was the population of this country in 1930, it appears to cost as much to feed each 100 persons as it would cost to feed 92 to 93 moderately active men.

On the basis of their expense for food per food-cost unit, the 209 families were classified into 10 groups. One hundred and ninety-two of the families fell into 5 groups, 3 to 7, inclusive, with too few at lower or higher levels to permit satisfactory averages. Since funds were insufficient to analyze in detail the data referring to each of the 5 important groups, group 3, consisting of families spending for food $1.20 to $1.80 per food-cost unit weekly; group 5, those spending $2.38 to $3.00; and group 7, those spending $3.57 to $4.17 weekly for food, have been chosen to represent the larger random sample. The sample selected for special analysis is made up of records from 23 families in group 3, 36 in group 5, and 14 in group 7. Since earlier studies have shown that values for expenditure groups 4 and 6 may be interpolated from those for groups 3, 5, and 7, the significance of the present report should not be measured by the comparatively small number of 73. The selected sample is really representative of the larger random sample of 209 families.

For 70 of the 73 families, figures are also available showing the level of expenditures for all goods and services per "consumption unit" [5] during 1933-34, the year covered by the schedule inquiry. In general, with increasing economic well-being, families spend more money for food. That this is not always true for individual families, however, may be seen from table 1, which presents the distribution of the families classified both by level of expenditures for all goods and services, and by level of expenditure for food. There is a very wide range in expenditures for food at any given economic level (measured by total expenditures per consumption unit), and also a wide range in the economic level of families spending similar amounts for food. Since the use to be made of the data determines which of the two classifications just discussed is preferable, certain data are presented both ways in this report.

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[3] Records were secured from 21 families living in Berlin, N. H.; 26 from Dover; 24 from Keene, N. H.; 35 from Manchester, N. H.; and 6 from Portsmouth, N. H. Nineteen were from New York City, and 20 from Rochester, N. Y. Twelve were from Philadelphia, Pa., and 46 from Pittsburgh, Pa.

[4] This "food-cost unit" is the same as the "food-consumption unit" employed in other articles of this series. In either case the emphasis is not on changes of price as affecting the cost of food, but on differences in consumption with varying age, sex, etc., as measured, however, by money expenditure.

[5] For definition see Monthly Labor Review ,March 1936 (pp. 558-559).

Table 1.—Number of Families in North Atlantic Cities in Different Economic Groups, 1933–34, Spending Specified Amounts for Food, Winter, 1934–35

onomic group, indicated by yearly total expenditures per consumption unit for all items	Number of families whose food expenditure per food-cost unit was—			Total number of families
	$1.20–$1.80 weekly	$2.38–$3.00 weekly	$3.57–$4.17 weekly	
Under $300 (average, $244)	15	6	0	21
$300 to $499 (average, $400)	6	20	6	32
$500 and over (average, $606)	0	9	8	17
Total	21	35	14	70

Quantities of Food Consumed

The average quantities of food consumed per capita per week by the selected families in North Atlantic cities are shown in table 2. Classification by level of *expenditure for food* brings into sharp relief the differences in consumer choices as more money is allocated to the purchase of food. In the case of the family groups studied, increasing expenditures for food meant some increase in the quantities purchased of each group of foods. Thus in particular, between two or three times as much of eggs, milk, meats, and of fruits and vegetables (other than potatoes and dried legumes) were available for families spending $3.57 to $4.17 weekly per food-cost unit (group 7) as for families spending $1.20 to $1.80 per food-cost unit (group 3). Families spending the larger amounts for food paid about the same average price per unit for milk, eggs, potatoes, and dried legumes, but they bought more expensive forms as well as larger quantities of other vegetables, fruits, meats, fats, sweets, and grain products.

Exactly the same trends, but less pronounced, may be observed when the data are classified by the level of *expenditure for all goods and services*. Between one-half and twice as much of eggs, milk, meats, and of fruits and vegetables were available to families spending annually $500 and over per consumption unit for all goods and services as to families spending under $300.

Table 2.—Per Capita Consumption of Foods by Families of White Wage Earners and Lower-Salaried Clerical Workers in 8 North Atlantic Cities, Winter, 1934–35

Food group	Average weekly per capita consumption in families with—					
	Weekly food expenditure per food-cost unit of—			Annual total expenditure per consumption unit of—		
	$1.20 to $1.80 (23 families—group 3)	$2.38 to $3.00 (36 families—group 5)	$3.57 to $4.17 (14 families—group 7)	Under $300 (21 families)	$300 to $499 (32 families)	$500 and over (17 families)
	Lb.	*Lb.*	*Lb.*	*Lb.*	*Lb.*	*Lb.*
Eggs	0.31	0.56	1.05	0.34	0.61	0.79
Milk, fluid: whole, skim, buttermilk	3.35	5.12	5.74	3.62	4.78	5.27
Milk, evaporated and condensed	.37	.19	.28	.37	.27	.13
Cheese	.07	.13	.36	.05	.22	.12
Cream and ice cream	.04	.13	.07	.03	.08	.11
Milk equivalent	4.56	6.50	8.85	4.71	6.84	6.45
Butter	.34	.50	.64	.42	.47	.53
Other table fats	.05	.03	.00	.02	.06	.03
Salad oils, dressings, mayonnaise	.04	.06	.09	.04	.07	.05
Lard and other cooking fats	.14	.21	.14	.16	.17	.16
Bacon, salt pork, suet	.10	.12	.19	.11	.15	.13
Fat, oils, fatty foods	.67	.92	1.05	.75	.92	.90
Beef and veal	.95	1.23	1.27	1.10	1.31	1.46
Mutton and lamb	.03	.08	.55	.06	.08	.40
Pork	.43	.64	1.49	.65	.75	1.03
Miscellaneous meat products	.26	.40	.36	.20	.22	.10
Poultry	.00	.26	.23	.04	.17	.25
Fish and other sea food	.16	.33	.49	.21	.29	.51
Meats, poultry, fish	1.83	2.92	4.38	2.26	2.82	3.75
Sugars	.94	1.14	1.33	1.05	1.08	1.19
Sirups, jellies, candy, etc	.14	.27	.26	.15	.24	.31
Bread and rolls	1.60	2.04	2.69	1.91	1.84	2.14
Crackers and other baked goods	.45	.83	.76	.67	.59	.98
Ready-to-eat cereals	.07	.08	.05	.11	.10	.08
Other cereals	.41	.43	.46	.29	.52	.33
Flours	.86	.75	.67	.87	.81	.68
Flour equivalent	2.70	3.19	3.49	2.99	3.06	3.18
Potatoes, sweetpotatoes	2.73	3.47	4.03	2.86	3.45	3.74
Dried legumes, nuts	.29	.40	.44	.31	.36	.48
Dried fruits	.09	.12	.27	.09	.14	.19
Tomatoes	.42	.43	.94	.41	.54	.60
Citrus fruits	.33	1.32	2.44	.58	1.28	1.64
Leafy, green, yellow vegetables	.86	1.27	2.41	.75	1.44	2.01
Other vegetables:						
Fresh	.43	.65	1.72	.43	.65	1.02
Canned	.33	.16	.31	.35	.19	.12
Other fruits:						
Fresh	.93	1.19	1.68	.91	1.45	1.23
Canned	.12	.36	.85	.08	.32	.45
Fruits and vegetables [1]	3.42	5.37	10.35	3.51	5.87	7.07

[1] Exclusive of potatoes and dried products.

These conclusions are also supported by the figures presented by Williams (*10*) on spring diets of families living in New England urban communities. Any seeming discrepancy between the two sets of data may be explained on the basis of relatively small intervals and few cases in a classification which introduces variables other than level of food expense. The seasonal differences observed between winter and spring diets in the same general region seem to consist of a slightly higher consumption of vegetables, fruits, and meats, and a lower consumption of eggs and milk in winter (December–February) than in spring (March–May). These differences are in accord with the general food-supply situation at these seasons. Both the trend and the general order of magnitude of the figures shown in table 2 are also in accord with previous studies of food consumption (*8*).

Nutritive Value of Diets

IN ORDER to estimate the nutritive value of diets, there must be at hand information on the composition of the food as eaten. Since, in the usual dietary study, time and funds are seldom available to determine the nutritive value of the food by direct laboratory methods, average figures on food composition are usually applied to the data on consumption. This method involves error to the extent that the products consumed may differ from the average. Such variations may be due to differences in variety, conditions of culture, or the treatment products receive between the points of production and consumption.

Insofar as the necessary data are available, dietary analyses commonly include estimates of the quantities of the several nutrients present which are significant in appraising quality in diet. In studies here presented, the energy value of the diets, and their content of protein, calcium, phosphorus, iron, and vitamins A, B, C, and G (flavin) have been computed. The figures on food composition used in the calculations have been compiled from several published sources (*2*, *3*, *5*, *6*, *7*) and from unpublished data.[6] In the main, the available data on food composition refer to the raw, untreated food materials. The nutritive content of foods, especially so far as the fat, mineral, and vitamin values are concerned, may be greatly reduced by the treatment to which food is subjected in preparation and service. This point should be kept in mind in interpreting the figures.

As yet, much more is known about the kind of nutrients that should be included in the diet than about the exact amount required of each essential substance. This is particularly true since it is recognized that there are different planes of nutrition within the range commonly considered "normal." Diets that are good enough to keep families in average health may not be good enough to promote the best health or the best possible physical development. Much research will be needed before all of the nutritional requirements of human beings can be defined with any high degree of precision. It is instructive, however, to compare and appraise every-day diets with reference to some of the more significant factors for which some information is available regarding human requirements. As a working basis for such comparison and appraisal, dietary allowances for the several nutrients based on the experimental work of many scientists were compiled by Stiebeling and Ward (*9*). The figures are shown on an adult unit basis in table 3, along with the nutritive value of the diets described in table 2.

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[6] Munsell, H. E., and Daniel, E. P.: Vitamin Content of Foods—A Digest of Available Data. (U.S. Bureau of Home Economics, Mimeo. 622, 1935.)

Table 3.—Nutritive Value Per Nutrition Unit [1] Per Day of Food Available to Families of Workers in 8 North Atlantic Cities, Winter, 1934–35, Compared with Suggested Allowances

Item	Weekly food expenditure per food-cost unit [2]			Annual total expenditure per consumption unit [3]			Suggested dietary allowances [4]
	$1.20 to $1.80 (23 families—group 3)	$2.38 to $3.00 (36 families—group 5)	$3.57 to $4.17 (14 families—group 7)	Under $300 (21 families)	$300 to $499 (32 families)	$500 and over (17 families)	
Energy value............calories..	2, 680	3, 480	4, 000	2, 835	3, 425	3, 840	3, 000
International scale [5]........do....	2, 780	3, 410	4, 030	2, 930	3, 390	3, 675	3, 000
Protein..................grams..	65	88	120	72	89	100	70
Calcium....................do....	0. 43	0. 62	0. 88	0. 46	0. 64	0. 69	0. 68
Phosphorus...............do....	1. 10	1. 46	1. 93	1. 14	1. 50	1. 59	1. 32
Iron..........................do....	0. 0122	0. 0163	0. 0214	0. 0128	0. 0163	0. 0190	0. 015
Vitamin A.....Sherman units [6]..	4, 480	5, 450	10, 450	4, 990	5, 490	8, 140	3, 000–4, 000
Vitamin B..................do....	470	710	970	460	600	700	500–750
Vitamin C..................do....	90	160	250	90	130	160	75–100
Vitamin G..................do....	470	680	980	540	700	830	500–750

[1] Bureau of Home Economics scales of relative nutritional requirements of persons of different physical activity, age, and sex. Based on table 10, p. 26, Circular No. 296, U. S. Department of Agriculture, 1933 (*9*).

[2] See footnote 4 on p. 2.

[3] For definition, see Monthly Labor Review, March 1936 (pp. 558, 559).

[4] For discussion, see Sherman (*6*), Rose (*5*), and Stiebeling and Ward (*9*).

[5] Quarterly Bulletin of Health Organization, League of Nations, vol. 1 (no. 3), 1932, (pp. 477–483).

[6] For definition, see Sherman (*6*).

The suggested energy allowances are set fairly close to probable average requirement because the consumption of a surplus of energy-yielding food results in the storage of fat, and an excess of body fat is burdensome. Of other dietary factors, a margin of safety over probable average minimum requirement is indicated. How wide this margin should be for different nutrients is not yet known. But in determining the margin of safety which the diet might well carry, possible losses due to methods of preparation and to incomplete utilization by the body should be considered, as well as the variations in human requirement and in food composition.

The figures given in the table provide a 50-percent margin of safety over average minimum requirements in the case of protein and minerals, and probably a margin of 100 percent or more in the case of the several vitamins. While many people subsist on diets which fail to meet these nutritional levels, without suffering from hunger or a degree of ill health recognized as obvious "disease", it seems desirable to set dietary standards high enough to maintain the fullest degree of health which a perfectly adequate diet would make possible. The nutritive value of family diets tends to increase as more money is spent for food, as table 3 shows. This is due largely to greater quantity, but the more expensive diets are also somewhat richer in protein, minerals, and vitamins, when compared on an isocaloric basis.

Upon comparing the average per capita nutritive values of diets at the three food expenditure levels with these suggested allowances, one can see that the average food supply of the lowest expenditure groups falls short of these goals in several respects. In general the average food supply of the middle group meets the allowances except possibly for calcium, while the average supply of the highest expenditure group appears to include ample quantities of all nutrients. How satisfactory the actual diet at the highest level is, then, depends upon the extent to which the foods are completely consumed, particularly the foods that are important sources of minerals and vitamins.

In evaluating diets it is important of course, to consider not only average figures, but also the distribution within averages. The generous food supply of some families can raise averages without conferring any benefits upon the less fortunate. Of the 73 families whose dietary records of the winter of 1934–35 were analyzed, 19 met or exceeded in every respect dietary allowances which include a generous margin of safety for each nutrient. Thirty-two others met what seem to be average minimum requirements in every respect, but afforded little or no margin for safety. The other 22 diets failed to meet "minimum requirements" in one or more respects; 10 of these were somewhat short in calories, in calcium, or in both, 7 were short in calcium and two other factors, and 5 were deficient in several nutrients. All of the diets in group 7, and over 80 percent of the diets in group 5, met or exceeded average "minimum" requirements; less than one-fourth of the diets in group 3 were so satisfactory from the nutritional standpoint.

The frequency distribution of diets at each level of expenditure for food, with respect to each of nine nutritive factors, is shown in table 4. The percentage of diets that fall in the higher classes increases with increasing expenditures for food. Of the nutrients considered, protein appears to be the one most abundantly furnished with reference to need, and calcium, iron, and vitamin B the least.

Table 4.—Distribution of Food Records, by Nutritive Content Per Nutrition Unit[1] Per Day, Winter Diets, 1934–35, in North Atlantic Region

Item	Number of records from families whose weekly per capita food expenditures were—			Total
	$1.20–$1.80 (group 3)	$2.38–$3.00 (group 5)	$3.57–$4.17 (group 7)	
Energy value:				
Under 2,400 calories	9	0	0	9
2,400–2,699 calories	7	1	0	8
2,700–3,299 calories	2	10	1	13
3,300–3,599 calories	3	6	3	12
3.600 calories and over	2	19	10	31
Protein:				
Under 45 grams	2	0	0	2
45–69 grams	13	2	0	15
70–99 grams	8	26	1	35
100–119 grams	0	8	4	12
120 grams and over	0	0	9	9
Calcium:				
Under 0.30 gram	3	0	0	3
0.30–0.44 gram	13	5	0	18
0.45–0.69 gram	7	15	3	25
0.70–0.99 gram	0	15	7	22
1.00 gram and over	0	1	4	5
Phosphorus:				
Under 0.88 gram	6	0	0	6
0.88–1.31 grams	14	10	0	24
1.32–2.00 grams	3	24	8	35
2.00 grams and over	0	2	6	8
Iron:				
Under 0.0100 gram	5	0	0	5
0.0100–0.0149 gram	14	14	0	28
0.0150–0.0199 gram	4	15	4	23
0.0200 gram and over	0	7	10	17
Vitamin A:				
Under 2,000 Sherman units	5	0	0	5
2,000–3,999 Sherman units	8	15	0	23
4,000–7,999 Sherman units	7	17	8	32
8,000 Sherman units and over	3	4	6	13
Vitamin B:				
Under 300 Sherman units	2	0	0	2
300–499 Sherman units	15	6	0	21
500–749 Sherman units	3	17	1	21
750–999 Sherman units	3	11	4	18
1,000 Sherman units and over	0	2	9	11
Vitamin C:				
Under 50 Sherman units	2	0	0	2
50–74 Sherman units	6	1	0	7
75–99 Sherman units	9	4	0	13
100–149 Sherman units	5	15	2	22
150 Sherman units and over	1	16	12	29
Vitamin G:				
Under 300 Sherman units	1	0	0	1
300–499 Sherman units	12	4	0	16
500–749 Sherman units	10	22	1	33
750–999 Sherman units	0	8	9	17
1,000 Sherman units and over	0	2	4	6

[1] Bureau of Home Economics scales of relative nutritional requirements (*9*).

Economy in Diet Selection

Within the limits of the income levels studied, the higher-income groups, in general, enjoy better diets. But by applying present-day knowledge of foods and nutrition to problems of food selection, low-income groups also could secure better diets, and undoubtedly raise the level of their nutrition and health, without necessarily increasing their food expense.

A food or food group may be considered a cheap source of any nutrient if it demands no larger share of the food money than the proportion it contributes to the total supply of that nutrient. Table 5 shows for one level of expenditure the nutritive returns that families of wage earners living in North Atlantic cities received for money spent for 17 groups of food.

Table 5.—Average Distribution of Expenditures Among, and Percentage of Nutritive Values Secured from, Specified Groups of Food

[Families spending $2.38 to $3.00 weekly per food-cost unit]

Food group	Percent of food money allocated	Percent furnished of—								
		Calories	Protein	Calcium	Phosphorus	Iron	Vitamin A	Vitamin B	Vitamin C	Vitamin G
Eggs	4.96	1.69	4.88	2.73	4.07	6.33	6.04	2.83	0	5.33
Milk, cheese, ice cream	12.14	9.79	15.96	60.67	26.40	6.06	13.90	12.42	5.28	34.23
Butter, cream	7.57	9.32	.42	1.44	.77	.52	16.00	.16	0	.43
Other fats	2.96	7.82	.51	.10	.68	.73	.84	.01	0	1.06
Meats, poultry, fish	25.51	12.91	36.17	2.73	24.58	31.83	7.14	37.42	.67	32.22
Sugar and sweets	4.21	12.37	.15	2.09	.34	2.59	0	0	0	0
Bread and other baked goods	13.80	19.93	16.90	9.32	11.70	11.28	2.83	4.67	.52	5.11
Ready-to-eat cereals	.53	.69	.74	.44	2.43	1.53	.02	1.04	0	.46
Flour and other cereals	3.28	9.63	9.62	2.27	7.00	6.31	.64	2.40	.11	.12
Potatoes, sweetpotatoes	1.47	5.82	4.37	3.38	7.80	11.41	2.60	13.41	22.83	7.18
Dried legumes, nuts	1.82	2.90	5.26	3.41	6.75	8.70	.22	8.67	0	.80
Tomatoes	1.49	.34	.38	.47	.61	.64	9.52	1.99	7.82	.60
Citrus fruit	3.15	1.05	.51	3.00	.88	1.84	.56	5.27	29.56	3.30
Leafy, green, yellow vegetables	3.89	.82	1.42	3.38	2.26	3.72	33.70	4.16	12.76	3.69
Other vegetables	3.43	1.04	1.00	2.79	1.73	2.08	1.28	1.57	8.12	1.23
Other fruits	3.88	2.77	.69	1.42	1.54	4.14	4.63	3.75	12.33	3.86
Miscellaneous items	5.91	1.11	1.02	.35	.46	.29	.07	.23	(1)	.38
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Less than 1/100 of 1 percent.

With the prices prevailing in the winter of 1934–35 and the selection customarily made within the several food groups, potatoes and sweetpotatoes, dried legumes, the leafy, green, and yellow vegetables, and milk were outstanding, because they furnished cheaply five or more of the nine nutrients. Cheap and important sources of calories were grain products, potatoes, sugars, and fats; and of protein were milk, meats, grain products, and the dried legumes. The outstanding source of calcium and phosphorus was milk and cheese, both from the standpoints of quantity and economy. More of the iron came from meats than from any other of the food groups listed, but cheap sources of iron were eggs, meats, the less highly refined cereals, potatoes, and the dried legumes. The conspicuously rich sources of vitamin A were butterfat and the leafy, green, and yellow vegetables. Of vitamin B, milk, meats, and potatoes furnished the major portions; of vitamin C, the fresh vegetables and fruits; and of vitamin G, the major portions were furnished by milk and meats.

Greater dietary prominence might well be given by low-income families to the foods which are inexpensive for several factors, and particularly to those rich in factors in which diets tend to be least well fortified. Since diets are frequently found to be low in calcium, iron, and vitamins B and G, it would seem wise if more emphasis were put on milk and cheese and on the leafy, green, and yellow vegetables. Low-income families would do well, if at the expense of some of the foods which give rather small returns in nutritive value for the expenditure, they would increase their consumption of milk, potatoes, dried legumes, and the whole grain breads and cereals. These foods yield excellent returns for expenditures in the nutrients needed to supplement present low-cost diets in an effective way.

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Serial No. R. 1160

[From the MONTHLY LABOR REVIEW (Augus
United States Depa

FOOD EXPENDITURES O
CLERICAL

FOOD means more than energy f
families covered in the Bureau's su
of employed wage earners and cleri
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Economics' "low-cost good diet"

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earners and clerical workers, who

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[1] Prepared by the Bureau's Cost of Living Divisio
month since December 1939 in the Monthly Labor R

[2] Figures on total food expenditures by quarters f
bulletins: Nos. 636, 637, or 639 to 641.

ust 1940) of the Bureau of Labor Statistics,
epartment of Labor]

OF WAGE EARNERS AND WORKERS [1]

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survey of the money disbursements
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diture by Income Level

food by the 14,469 families of wage
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sion. Previous articles in this series have appeared each
r Review.

s for each city separately are available in the following amounted to $508 for the year, 33.5 percent of total current expense. Among families with incomes from $500 to $600 (the lowest income class covered in the study), sums spent for food represented 38 percent of the current expenditure, and among families above the $2,400 income level, 31 percent. Average food expenditure per family for the year rose from $250 at the lower level to $1,021 among families with incomes of $3,000 and over (see table 1). The higher expenditure in the highest income class shown for these occupational groups is accounted for not only by the larger size of the family income, but also by the larger number of persons to be fed. The larger size of family at the higher income levels is connected with the fact that most of the larger family incomes in this group represent the earnings of more than one worker. Families in the $3,000 and over income class averaged 4.27 persons over 16 years old; families in the $500 to $600 income class, only 2.26. The number of children per family was very slightly larger at the lowest as compared with the highest income level.

TABLE 1.—*Annual Food Expenditure, 14,469 Families in 42 Cities, by Income Level*

[Data cover 12 months within the period 1934-36]

Families with annual net income of—	Average food expenditure per family		Average number of food-expenditure units per family	Average expenditure per food-expenditure unit
	Amount	Percent of expenditure for all items		
All families	$508	33.5	3.12	$163
$500 to $600	250	38.4	2.66	94
$600 to $900	315	37.0	2.71	116
$900 to $1,200	398	35.8	2.90	137
$1,200 to $1,500	472	34.4	3.02	156
$1,500 to $1,800	540	33.3	3.12	173
$1,800 to $2,100	597	31.9	3.27	183
$2,100 to $2,400	683	31.7	3.58	191
$2,400 to $2,700	756	31.4	3.85	196
$2,700 to $3,000	837	31.0	3.88	216
$3,000 and over	1,021	31.4	4.45	229

Differences in the customary food consumption of persons of different age, sex, and occupation have been estimated, measuring family size in each income class in food-expenditure units.[3] On that basis, it is found that the average number of food-expenditure units per family at the highest income level was 67 percent greater than at the lowest. It is for this reason that the increase in unit food expenditure at successive income levels is not so large as the increase in food expenditure per family. The amount spent for food per adult-male equivalent[4] rose from $94 at the $500 to $600 income level to $229 among families with incomes of $3,000 and over, a sum only two and two-fifths as large, although income was six times as great and family food expenditure four times as large.

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[3] For the scale used in this measurement, see appendix G of any of the following bulletins: Nos. 636, 637, or 639 to 641.

[4] Measured in food-expenditure units.

Total Food Expenditure by Income and Family Type

For families of any given size and composition, the decline in the percentage of total expenditure allotted to food as incomes increase is much more pronounced than when all families are considered together. Data from New York City, which have been tabulated separately for three family types, illustrate the difference between the place of food in the finances of families of three different sizes in successive income classes (see table 2). The percentage for families of only husband and wife dropped from 37.6 to 28.4 over the income span from $600 to $900 to the $2,100 to $2,400 level. These figures may be contrasted with the decline from 39.5 to 35.5 over the same income range for *all* families surveyed in New York.

Food expense necessarily forms a larger proportion of total expenditures for the larger families at a given income level. This explains why, in a group which includes larger families in the high than in the low income classes, as in table 1, there should be a relatively small decline in the proportion spent for food from the highest to the lowest income classes characteristic of the group.

TABLE 2.—*Percentage of All Current Expenditures Made for Food by Families of Three Types in New York City,*[1] *by Income Level*

[Data cover 12 months within the period 1934-36]

Families with annual net income of—	All families[1]	Families composed of—		
		Husband and wife only	Husband and wife and 1 child	Husband and wife and 2 to 4 children
$600 to $900	39.5	37.6	41.0	48.3
$900 to $1,200	37.5	34.1	37.2	41.4
$1,200 to $1,500	38.0	34.2	37.9	41.0
$1,500 to $1,800	37.3	32.9	34.9	39.1
$1,800 to $2,100	36.4	33.2	35.5	39.7
$2,100 to $2,400	35.5	28.4	34.6	35.2

[1] Note that families including more than 4 children and families including adults besides the husband and wife are included.

Total Food Expenditure at Different Consumption Levels[5]

When the amount spent for all items per adult-male equivalent is made the basis of the classification, and data are obtained on food expenditures at different consumption levels, the averages move quite differently from those secured when food expense is tabulated by family income class. It will be remembered[6] that families at the lower consumption levels in the wage earner and clerical group are, on the average, considerably larger than those at the higher levels. The large number of mouths to feed at the lowest consumption levels shown in table 3 results in a relatively high average food expenditure per family ($414), but a low annual expenditure per adult-male equivalent ($75). At the highest consumption level shown, food expenditure per family ($612) was larger by almost one-half than the expenditure at the lowest level, but food expenditure per adult-male equivalent ($322) was more than four times as large.

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[5] The terms "consumption level" and "economic level" are used to denote classification of families by annual expenditure per unit for the total of all items of family expenditure. The unit used for this purpose is the equivalent adult male. Each member of the family, taking into account age, sex, and activity, is counted as the appropriate decimal equivalent of an adult male. For fuller explanation, see Chapter 4 of forthcoming Bulletin No. 638 or appendix G of any of the following bulletins: Nos. 636, 637, or 639 to 641.

TABLE 3.—*Annual Food Expenditure of 14,469 Families in 42 Cities Combined, by Consumption Level*

[Data cover 12 months within the period 1934-36]

Families with total annual unit expenditure of—	Expenditure per family		Average size of family in food-expenditure units [1]	Expenditure per food-expenditure unit [1]
	Amount	Percent of total expenditure		
All families	$508	33. 5	3. 12	$163
Under $200	414	43. 7	5. 53	75
$200 to $300	462	40. 0	4. 24	109
$300 to $400	492	37. 4	3. 55	139
$400 to $500	506	34. 2	3. 05	166
$500 to $600	519	32. 7	2. 72	191
$600 to $700	518	30. 8	2. 44	212
$700 to $800	535	29. 6	2. 29	234
$800 to $900	537	28. 1	2. 16	249
$900 to $1,000	560	27. 1	2. 08	269
$1,000 to $1,100	572	24. 7	2. 07	276
$1,100 to $1,200	625	25. 6	2. 04	306
$1,200 and over	612	22. 2	1. 90	322

[1] For scale used in computing family size in food-expenditure units, see appendix G of any of the following bulletins: Nos. 636, 637, or 639 to 641.

FOOD EATEN AT LUNCH COUNTERS AND RESTAURANTS

The majority of the workers in these moderate-income families carry their lunches to work in discreet paper bags, in dinner pails, or in the more convenient lunch boxes fitted with a vacuum bottle for hot drinks in winter and cold ones in summer.

Thirty-seven percent, however, reported purchases of meals while at work by some member of the family during the year. The amount spent per family reporting such expenditure averaged slightly more than 26 cents a meal, if one assumes that one worker ate lunch at a restaurant or lunch counter 300 days per year. The proportion of families with workers who could allow themselves this sort of relaxation in the middle of the working day increased strikingly as the economic level of the families rose. In families spending less than $200 to $300 per adult-male equivalent for all items, only 18 percent reported expenditures for meals at work, but among families spending

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[6] See Income, Family Size, and the Economic Level of the Family, in January 1940 Monthly Labor Review.

$1,000 or more per adult-male equivalent there were more than 60 percent. The average amount spent per family reporting such expense also rose strikingly. It was almost three times as large at the highest levels as at the low.

Table 4.—*Expenditures for Food Prepared at Home, and Food Eaten at Restaurants and Lunch Counters, of 14,469 Families in 42 Cities, at Selected Consumption Levels*

[Data cover 12 months within the period 1934-36]

Item	All families	Families with total annual unit expenditure of—			
		$200 to $300	$500 to $600	$800 to $900	$1,100 to $1,200
Percentage of families in survey	100.0	12.2	15.8	4.6	0.8
Average number of food-expenditure units	3.12	4.41	2.72	2.16	2.04
Percentage of families spending for meals away from home:					
At work	37.0	20.9	40.1	48.9	66.7
At school	7.9	9.5	8.6	3.8	0
On vacation	10.2	2.5	10.8	22.8	37.9
Board at school	.4	.2	.5	.8	0
Candy, ice cream, drinks, etc	33.7	25.8	35.1	37.2	48.0
Percentage of families reporting food received as gifts, produced at home, or meals received as pay	28.0	32.3	25.2	25.3	31.4
Average annual expenditure per family for all food	$507.72	$478.47	$518.54	$537.12	$624.76
Food prepared at home	461.17	458.39	469.05	460.20	488.43
Food bought and eaten away from home, total	46.55	20.08	49.49	76.92	136.33
Meals at work	29.08	12.19	31.39	46.71	81.53
Meals at school	2.35	2.57	2.76	.92	0
Other meals, not vacation	4.42	1.37	3.81	9.24	23.13
Meals on vacation	2.10	.32	2.13	5.27	13.29
Board at school	.64	.03	.82	1.90	0
Candy, ice cream, drinks, etc	7.96	3.60	8.58	12.88	18.38
Average estimated value per family of gifts of food and home-produced food and meals received as pay [1]	7.11	9.91	6.24	4.63	4.11

[1] The aggregates on which these averages are based do not include gifts of food received, food produced at home, and meals received as pay reported by 5.8 percent of the families for which they could not estimate the value.

Data presented in table 4 show the percentage of families reporting expenditures for meals of different kinds away from home, and average expenditures for all families combined and for families at certain consumption levels. In using this table, it is convenient to remember that the average income of the 14,469 families surveyed was $1,524. Incomes of the families at the consumption levels specified averaged as follows:

Families with total annual unit expenditure of —	*Income*
$200 to $300	$1,187
$500 to $600	1,596
$800 to $900	1,884
$1,100 to $1,200	2,262

Family size in food-expenditure units for given consumption levels is shown in table 4.

The amounts reported as spent for other meals away from home, and for candy, ice cream, and drinks purchased for consumption away from home, were on the average small. Almost 34 percent of the families reported some expenditure for the three items last named, and the average amount spent during the year per family reporting such expenditure rose from not quite $14 among families with a $200–$300 unit expenditure to $38 among those with a $1,100–$1,200 unit expenditure.

AVERAGE EXPENDITURES FOR FOODS OF DIFFERENT TYPES

Expenditures for food in grocery stores and markets, dairies, delicatessens, and bakeries averaged $461 for the year for these 14,469 families. The percentage distribution of this expenditure was as follows:

	Percent
Meat, fish, and poultry	24. 1
Eggs	5. 6
Milk and milk products [1]	12. 7
Fats [1]	10. 8
All fruits and vegetables	20. 2
Citrus fruits and tomatoes	5. 0
Green, leafy, and yellow vegetables	7. 4
Potatoes	2. 3
Other fruits and vegetables	5. 5
Grain products	15. 6
Sugar, sweets	3. 7
Accessories	7. 3
Total	100. 0

[1] Cream and butter classified with fats.

As compared with wage earners and clerical workers covered in food consumption studies in other countries from 1928 to 1936, the families which supplied the data for this report devoted a relatively low proportion of their total food expenditure to cereal products (flour, meal, breakfast cereals, bread, and other baked goods) and a relatively high proportion to fruits and vegetables and meat. Consumption of milk by urban wage-earner and clerical groups in the United States appears to have been lower than in Finland, Sweden, Norway, Switzerland, and certain other North and Central European countries, according to the latest consumption statistics available. It was, however, considerably higher than in the countries of Southern Europe and South America for which data have been received here.

The distribution of actual food expenditures as shown above is in some ways quite different from that recommended by Sherman and Gillett for an economical and nutritionally adequate diet.[7] The recommended distribution allocates 20 percent or more of the total food expenditure to milk and cheese, while the actual distribution shows less than 13 percent going to milk and milk products. The recommended distribution allocates 20 percent or less of the total to meat, fish, and eggs, while the actual expenditures gave almost 30 percent to this group of foods. Twenty percent or more was recommended for bread and cereals, while the actual expenditure shows not quite 16 percent as spent for this group of foods. The proportion of the actual expenditure going to fruits and vegetables and to fats, sugar, sweets and other accessories was, however, very similar to that recommended for a low-cost diet which will provide the greatest advantage in terms of health and well-being.

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[7] Sherman, H. C. Chemistry of Food and Nutrition (pp. 535–36). 5th ed. New York, 1937.

The average food expenditure for the entire group was quite adequate to provide good nutrition. If all of the families covered had had as much to spend as this average, the adaptation of their food purchases to provide nutritionally adequate diets would have been a relatively simple matter. The average spent for food came to about $2.70 per capita per week—approximately halfway between the sum needed to buy the "low-cost good diet" and the "moderate-cost good diet," of the Bureau of Home Economics, in cities above 50,000 population in 1935.[8]

It will be remembered that the food expenditures of these families were on the average approximately halfway between the cost, on the basis of 1935 prices, of the low-cost good diet and the moderate-cost good diet of the Bureau of Home Economics. When the allowances for milk and milk products and for fruits and vegetables in these diets are compared with actual average expenditures, it appears that actual milk expenditures were about 40 percent below the expenditure recommended in the low-cost diet, and 52 percent lower than that recommended in the moderate-cost diet. The actual expenditure for citrus fruits and tomatoes was between the allowances of these two diets, but the actual expenditure for green, leafy, and yellow vegetables and other vegetables and fruits was 28 percent below the allowance of the low-cost good diet and 51 percent below the allowance of the moderate-cost good diet.

AVERAGE EXPENDITURES FOR FOOD OF DIFFERENT TYPES, BY CONSUMPTION LEVEL

At the higher consumption levels covered in this investigation, expenditures per family for foods of all types are larger than at the lowest of the three consumption levels for which the detailed food consumption figures have been compiled.[9] The distribution of food expenditures is, however, distinctly different from one consumption level to the next. Expenditures for meat, fish, and poultry, fruits and vegetables, and accessories take a larger proportion of the total, and grain products and potatoes a considerably smaller proportion of the total at the highest than at the lowest level. The proportions going to milk and milk products, and fats, are also somewhat lower at the highest level.

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[8] For the most recent statement of the composition of these diets, see Stiebeling, H. K., and Clark, F.: Planning for Good Nutrition, U. S. Department of Agriculture Yearbook, 1939 (pp. 321–340).

[9] These are families with total annual unit expenditures for all items of family living of "under $400," "$400 to $600," and "$600 and over."

Table 5.—*Percentage Distribution of Expenditures for Food to be Prepared at Home of 14,469 Families in 42 Cities Combined, by Groups of Items*

[Data cover 12 months within the period 1934-36]

Type of food	All families	Families with total annual unit expenditure of—		
		Under $400	$400 to $600	$600 and over
Annual per capita expenditure	$128.11	$96.76	$139.11	$180.90
Meat, fish, and poultry	24.1	22.4	24.3	25.6
Eggs	5.6	5.9	5.5	5.3
Milk, cheese, ice cream	12.7	13.7	13.0	11.2
Fats	10.8	11.0	10.7	10.8
Grain products	15.6	18.2	15.0	13.1
Citrus fruits and tomatoes	5.0	4.1	5.2	5.9
Green, leafy, and yellow vegetables	7.4	6.6	7.6	8.3
Potatoes	2.3	2.6	2.2	2.0
Other fruits and vegetables	5.5	5.0	5.7	5.9
Sugars and sweets	3.4	3.7	3.4	3.1
Miscellaneous	7.6	6.8	7.4	8.8
Total	100.0	100.0	100.0	100.0

The smaller proportion of the total going to expenditures for milk, cheese, and ice cream at the highest consumption level is accounted for by the smaller number of children at this level. Twenty-one percent of the adults in the families studied, but only 8.3 percent of the children, were found at the highest consumption level; only 46 percent of the adults, but 62 percent of the children, at the lowest level. Although many nutrition specialists recommend a quart of milk a day for persons of all ages, a majority of the scientists in the field regard a pint a day as adequate for an adult, and a quart for each growing child. Using the latter allowance as a standard, the milk purchases of families at the lowest of the three consumption levels met 37 percent of their needs, those of the middle group 50 percent, and of the highest group 63 percent.

Perhaps the most striking difference between food consumption at the three levels is the larger quantity of food purchased at the higher levels. Calculating purchases in terms of pounds purchased per food-expenditure unit (in order to take account of the smaller bulk consumed by children), the averages at the three levels are found to be 3.4, 4.2, and 4.9 pounds per food-expenditure unit per day. This difference is in part accounted for by the relatively large purchases of flour, cereals, and other grain products at the lowest consumption level. These are highly concentrated foods and there is little waste in preparing them for the table. At the higher levels, purchases of fruits and vegetables are of greater importance and greater waste is involved in their use. Part of the difference in the quantity of food purchased is, however, accounted for by the fact that some of the families at the lowest economic level spent so little for food that they must often have gone hungry.

Per capita expenditure[10] for food increased from $1.86 per week at the lowest of the three consumption levels to $3.48 a week at the highest, an increase of 87.1 percent. Some of the most important of the foods which showed relatively greatest increase are as follows:

	Percent of increase		*Percent of increase*
Cream	795	Tomatoes	325
Grapefruit	408	Ice cream	313
Fresh peas	356	Chicken, broiling	311
Lamb chops	332	Sirloin steak	266
Cakes	330		

Differences Between the Food Consumption of White and Negro Families

The outstanding difference in the average food consumption of the white and Negro families is due to the difference in their average incomes. The average number of persons per family was almost exactly the same in the two groups, but it will be remembered that the incomes of the Negro families in this group averaged $1,008 per family, and those of the white families $1,546, or more than 50 percent higher. (See footnote 6, p. 4.) The Negroes had much less money to spend on the average and they spent proportionately less for food. Expenditure for food per food-expenditure unit per year averaged $111 for the Negro families and $165 for the white families.

In view of the concentration of Negro families at the lower income levels, it was to be expected that they would, on the average, spend a higher proportion of their total expenditures for food. Actually the white families devoted 33.5 percent of their aggregate current expenditures to food; the Negro families, 34.6 percent. The difference in these percentages is less than might have been expected, due to the fact that Negro families of a given economic status spent less for food per adult-male equivalent than white families of the same status. This difference appears whether the white and Negro families are classified by income level (see table 6) or by consumption level (see table 7).

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[10] Since human needs for and customary consumption of foods of different types vary considerably for persons of different age and sex, it is impossible to compute any single measure of family size which will be appropriate for comparing the consumption of specific foods from one family to another. Children's need for milk is approximately twice as great as that of adults, while the need of heat-producing foods (starches and sugars) for adults is about twice as great as that of children. Children's consumption of meat varies from that of adults at a still different rate. In order to secure figures on quantities of individual foods purchased and on expenditures for individual foods which would provide a reasonably satisfactory basis for comparison and yet not present a misleading appearance of refinement, data on family purchases of individual foods have been converted to a per capita basis.

TABLE 6.—*Annual Food Expenditures by Income Level, 12,903 White Families in 42 Cities and 1,566 Negro Families in 16 Cities*

[Data cover 12 months within the period 1934–36]

Families with total annual net income of—	White families					Negro families				
	Proportion of families	Food expenditure per family		Average number of food-expenditure units per family[1]	Average expenditure per food-expenditure unit[1]	Proportion of families	Food expenditure per family		Average number of food-expenditure units per family[1]	Average expenditure per food-expenditure unit[1]
		Average	Per cent of total expenditure				Average	Per cent of total expenditure		
All families	100.0	$515	33.5	3.12	$165	100.0	$342	34.6	3.07	$111
$500 to $600	.5	273	37.1	2.59	105	8.7	221	40.7	2.76	80
$600 to $900	7.1	323	37.1	2.67	121	35.2	279	36.8	2.89	97
$900 to $1,200	19.8	401	35.9	2.89	139	33.6	353	34.7	2.98	118
$1,200 to $1,500	24.2	473	34.5	3.01	157	13.7	417	32.0	3.21	130
$1,500 to $1,800	21.0	541	33.3	3.12	173	5.5	497	33.4	3.38	147
$1,800 to $2,100	15.7	597	32.0	3.27	183	[2] 3.3	[2] 643	[2] 29.3	[2] 3.99	[2] 161
$2,100 to $2,400	5.8	683	31.6	3.57	191					
$2,400 to $2,700	2.8	756	31.3	3.85	196					
$2,700 to $3,000	1.4	837	31.0	3.88	216					
$3,000 and over	1.7	1,022	31.4	4.45	230					

[1] For scale used in computing family size in food expenditure units, see appendix G of any of the following bulletins: Nos. 636, 637 or 639 to 641.

[2] Figures apply to families with incomes of $1,800 and over.

TABLE 7.—*Annual Food Expenditures by Consumption Level, 12,903 White Families in 42 Cities and 1,566 Negro Families in 16 Cities*

[Data cover 12 months within the period 1934–36]

Families with total annual unit expenditure of—	White families					Negro families				
	Proportion of families	Food expenditure per family		Average number of food-expenditure units per family[1]	Average expenditure per food-expenditure unit[1]	Proportion of families	Food expenditure per family		Average number food-expenditure units per family[1]	Average expenditure per food-expenditure unit[1]
		Average	Per cent of total expenditure				Average	Per cent of total expenditure		
All families	100.0	$515	33.5	3.12	$165	100.0	$342	34.6	3.07	$111
Under $200	2.3	443	44.3	5.71	78	18.1	328	41.5	5.01	65
$200 to $300	11.7	493	41.1	4.51	109	25.4	326	37.5	3.33	98
$300 to $400	19.7	500	37.5	3.60	139	22.1	332	34.7	2.62	127
$400 to $500	20.6	512	35.0	3.08	166	16.3	340	32.8	2.22	153
$500 to $600	16.1	523	32.7	2.74	191	9.3	362	30.1	1.78	203
$600 to $700	11.6	521	30.9	2.45	213	5.0	392	29.0	1.98	198
$700 to $800	7.4	535	29.6	2.29	234	[2] 3.8	[2] 469	[2] 26.6	[2] 2.06	[2] 228
$800 to $900	4.7	538	28.0	2.16	249					
$900 to $1,000	2.7	562	27.2	2.08	270					
$1,000 to $1,100	1.4	572	24.6	2.07	276					
$1,100 to $1,200	.8	624	25.5	2.04	306					
$1,200 and over	1.0	612	22.2	1.90	322					

[1] For scale used in computing family size in food expenditure units, see appendix G of any of the following bulletins: Nos. 636, 637, or 639 to 641.

[2] Data apply to families with total annual unit expenditure of $700 and over.

This lower expenditure by the Negro families is partly accounted for by the fact that the Negro group has become accustomed to using less expensive cuts of meat and less expensive vegetables than the white group. Another factor is that the Negro families eat in restaurants and lunch rooms less than the white families. Average expenditures for meals away from home by Negro families were one-half to one-sixth lower than those of white families at the same consumption level, except for families at the lowest level for which separate figures are available. At this lowest plane, the white families averaged $11 per year per family for food at restaurants and lunch counters, while the Negro families averaged $13.

The distribution of average expenditures for food by all the white families surveyed and all the Negro families, shown in table 8, reveals that the white families devoted a larger proportion of their total food expenditures to milk and milk products, to citrus fruits and tomatoes, and to "other" fruits and vegetables; the Negro families a larger proportion to fats, to green, leafy, and yellow vegetables, and to potatoes.

Table 8.—*Percentage Distribution of Expenditures for Food Prepared at Home, by Groups of Items, 12,903 White Families in 42 Cities and 1,566 Negro Families in 16 Cities*

[Data cover 12 months within the period 1934-36]

Type of food	White families				Negro families			
	All families	Families with total annual unit expenditure of—			All families	Families with total annual unit expenditure of—		
		Under $400	$400 to $600	$600 and over		Under $400	$400 to $600	$600 and over
Annual per capita expenditure	$129.87	$98.52	$139.28	$181.15	$89.00	$74.07	$131.57	$160.49
Meat, fish and poultry	24.1	22.4	24.3	25.6	25.4	24.0	27.1	29.4
Eggs	5.6	5.9	5.5	5.3	5.1	4.8	5.6	5.4
Milk, cheese, and ice cream	12.8	14.0	13.0	11.2	8.6	8.9	7.8	9.0
Fats	10.7	10.7	10.6	10.7	15.3	15.8	15.1	12.8
Grain products	15.6	18.3	15.1	13.1	16.1	17.4	14.1	11.6
Citrus fruits and tomatoes	5.1	4.2	5.3	6.0	3.2	2.7	3.9	4.8
Green, leafy, and yellow vegetables	4.7	4.3	4.9	5.2	6.7	6.5	7.0	7.9
Potatoes	2.2	2.5	2.2	2.0	3.4	3.7	3.1	2.7
Other fruits and vegetables	8.2	7.3	8.4	9.0	4.4	4.4	4.5	4.0
Sugar and sweets	3.4	3.6	3.4	3.1	4.6	5.0	4.2	3.2
Miscellaneous	7.6	6.8	7.4	8.8	7.2	6.8	7.3	9.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

When the comparison is made in terms of the distribution of expenditures by families of whites and Negroes spending $400 to $600 per expenditure unit, another type of difference appears. Most of the Negroes in the United States either live in the South or are the children of parents who were born and brought up in the South. The food-consumption habits of the Negro group as a whole are much more influenced by the habits of the South than are those of the white group as a whole. The food expenditures of the Negroes at the $400 to $600 unit-expenditure level differ from those of the white families at that level in that a larger proportion of the total was spent by the Negroes for lean meat, fish and poultry, for fats, for potatoes (particularly sweetpotatoes), and for sugars and sweets. A smaller proportion of the total went to milk and milk products, to grain products, to citrus fruits and tomatoes, and to "other" vegetables. The proportion spent for green and leafy vegetables, eggs, and accessories was approximately the same for the two groups.

The Negroes' expenditure for milk was low partly because of the fact that more Negroes than white use evaporated milk, which is cheaper than fresh milk in urban communities, and partly because the Negroes on the average consume less milk than the whites. They also consume less butter, relying more on salt pork, bacon, and other fats. Stiebeling and Phipard found that "the large quantities of vitamin A rich vegetables eaten in the South compensate in large measure for the rather low butter consumption."[11]

The tendency of the Negro group to spend less per pound of food purchased is well illustrated by data from white and Negro families in New York City, both from groups with unit expenditure of $400 to $600 for all consumption goods.

TABLE 9.—*Per Capita Purchases of Food to be Prepared at Home, New York City Families With Total Annual Unit Expenditure of $400 to $600*

[Data cover 1 week within the period 1934-36]

Type of food	White families[1]			Negro families[2]		
	Food purchased		Average price per pound (in cents)	Food purchased		Average price per pound (in cents)
	Pounds	Cents		Pounds	Cents	
Grain products	4.584	49.4	10.8	4.437	39.1	8.8
Eggs	.633	17.1	27.0	.683	16.6	24.3
Milk and milk products[3]	7.048	46.8	6.6	3.807	28.0	7.4
Fats[3]	.773	27.5	35.6	1.028	29.2	28.4
Meat, poultry, and fish	2.871	84.6	29.5	3.722	85.9	23.1
Fruits and vegetables	10.530	66.1	6.3	10.137	49.7	4.9
Sugars and sweets	1.089	7.5	6.9	1.626	9.2	5.6
Accessories		20.3			19.9	
Total		319.3			277.6	

[1] Data apply to the winter quarter only.
[2] Data apply to an average for 1 week in each of 4 quarters.
[3] Butter and cream classified with fats.

For each type of food except milk and milk products, the Negro families spent less per pound than the white families. The one exception is accounted for by the fact that the white families devoted a larger proportion of their expenditure for this group of items to fresh milk and less to evaporated milk, cheese, and ice cream.

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[11] Stiebeling, H. K., and Phipard, E. F.: Diets of Families of Employed Wage Earners and Clerical Workers in Cities. U. S. Department of Agriculture, Circular No. 507.

The lower per capita expenditure for grain products by the Negroes is due to the fact that they bought less baked goods than the white families, but purchased more of their grain products in terms of flour and meal. Lower costs for fats are explained by smaller purchases of butter and greater reliance on salt pork and bacon. In the vegetable group, the difference is due in part to larger purchases of cabbage, collards, and kale, and smaller purchases of more expensive vegetables by the Negro group. It is clear that in these differences between the food purchases of white and Negro families in New York City, the Negroes definitely show the influence of Southern consumption patterns. The influence of the South is even more apparent when one analyzes the purchases of lean meat, fish, and poultry by these two New York City groups.

Table 10.—*Per Capita Purchases of Lean Meat, Poultry, and Fish to be Prepared at Home, New York City Families With Total Annual Unit Expenditure of $400 to $600*

[Data cover 1 week within the period 1934-36]

Type of food	White families		Negro families	
	Pounds	Cents	Pounds	Cents
Beef	0.718	22.2	0.386	8.9
Veal	.231	6.9	.082	2.3
Lamb	.313	9.1	.498	11.9
Pork	.288	7.9	.771	17.7
Miscellaneous meats	.159	6.3	.185	4.2
Poultry	.775	23.1	1.221	32.8
Fish	.387	9.1	.579	8.1
Total	2.871	84.6	3.722	85.9

The larger purchases of pork, poultry, and fish combined with smaller purchases of beef and veal by these New York City Negro families is reminiscent of the food-consumption habits which prevail throughout the South. The slightly larger purchases of lamb by the Negro families are not, however, typical of the South. Lamb consumption in that region is not, in general, as high as it is in other parts of the country.

Variations in Food Consumption Habits from City to City

The persistence of Southern food-consumption habits among Negro families in New York City, who have been away from the South, some of them, for more than a generation, is but one aspect of the general tendency toward individuality in food consumption which appears throughout the data collected in this investigation. The pattern of the food purchases among wage earners and clerical workers differed greatly from city to city.[12] This would not have been so remarkable two generations ago, when a large proportion of American wage earners were newly arrived from European countries with distinctly different food habits. However, today, the greater part of the foreign-born have been here for 25 years. One might have expected a very considerable uniformity in the average food purchases of the wage-earner and clerical group as a whole at the present time, at least if one had judged from the general uniformity in types of clothing worn from city to city within the same region. As a matter of fact, however, differences in food consumption inherited from the colonial period still persist in certain parts of the country. Perhaps the most striking instance of this sort appears in the case of New Orleans and Birmingham. In New Orleans, customs inherited from the French still prevail to a considerable extent in matters pertaining to food.

The food consumption of the white wage-earner and clerical group in Birmingham is, however, considerably influenced by the foods available in the South Appalachian Mountains from which many of Birmingham's white workers have migrated. As a result, expenditures for pork products are much higher in Birmingham, and for veal, poultry, and fish, much higher in New Orleans. Expenditures for green vegetables, salad oils, and salad dressing are much larger in New Orleans. The amounts spent for white flour and corn meal are considerably larger in Birmingham, while those for white bread, spaghetti, and noodles are higher in New Orleans. Although average incomes among the white group were higher in Birmingham, the white group in New Orleans on the average spent more for food.

Nutritional Adequacy of the Diets

A calculation of the proportion of families spending enough to buy the "low-cost good diet" of the Bureau of Home Economics indicates that 75 percent of the white families and 32 percent of the Negro families made such expenditure. There is a striking progression in the proportions from the families with unit expenditures of less than $400 to those spending $600 or more.

In making these estimates, the cost of the "low-cost good diet" was calculated on the basis of average prices in the period to which the expenditure data apply in each city surveyed. It is, of course, possible to shop with care and buy at lower prices than these. A careful selection of in-season fruits and vegetables and fish will lower the cost, but on the other hand, to secure a nutritionally adequate diet at the calculated cost requires thoughtful planning and food-consumption habits which follow nutritional needs very closely. These figures furnish, therefore, an estimate of the proportion of families spending enough to secure nutritionally adequate food; they do not furnish information as to the proportion of families actually attaining adequate diets. The following statement shows the percentage of families spending enough for food to buy the "low-cost good diet," of the Bureau of Home Economics, by unit expenditure for all items.

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[12] A statistical test of the significance of the difference in food consumption between different cities in the same region was conducted by comparing expenditures on about 100 specific foods for the following pairs of cities: Cleveland-Cincinnati; Dallas-Houston; Kansas City-St. Louis; and San Diego-Los Angeles. For each pair, the test showed that the difference between the two patterns of food consumption was sufficiently large to make it extremely unlikely that the differences could be attributed to the fluctuations of random sampling.

Unit expenditure for all items:	*Percent of—* *White families*	 *Negro families*
All families	75	32
Less than $400	40	11
$400–$600	88	[1] 73
$600 and over	98	--

[1] Families with unit expenditure of $400 and over.

A detailed analysis of food-consumption records kept for 1 week in several seasons by a sample of approximately 4,000 of the families cooperating in the present investigation was made by Stiebeling and Phipard.[13] The diet as shown by these records were classified as good or fair if the uncooked food materials consumed furnished per nutrition-requirement unit at least the following quantities:

Specifications for diets rated good and fair; daily allowances of certain important nutrients per day for a 154-pound moderately active man.

Nutrient	*Good diets*	*Fair diets*
Protein: grams	67	45
Calcium: grams	0. 68	0. 45
Phosphorus: grams	1. 32	0. 88
Iron: milligrams	15	10
Vitamin A: International units	6, 000	3, 000
Vitamin B_1: International units	500	250
Ascorbic acid: milligrams	75	37
Riboflavin: Sherman units	600	300

Their analysis shows from 11 to 21 percent of the white families in the several regions, and 11 percent of the Negro families in the South, consuming food which, as uncooked food material, provided generous quantities of protein, calcium, phosphorus, iron, and vitamins A, B, ascorbic acid, and riboflavin. These included a wide margin of safety, probably about 50 percent above average minimum requirements for protein and the minerals, and a wider margin, as much as 2 or 3 fold, for the vitamins. These generous margins provide not only for some waste in use but also for the higher than average requirements of some individuals and the fact that more than the minimum quantities of certain nutrients needed for growth or equilibrium appears to be advantageous.

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[13] See footnote 11, p. 12.

The percentage of the families in this sample, whose diets were classified as fair and poor, are shown in table 11. Stiebeling and Phipard found that "The chances for better diets increased with rising per capita expenditures for foods. This was due chiefly to a more liberal use of milk, meat, eggs, leafy, green vegetables, and fruits, when more money was available. But the quality of the food supply selected by families was by no means only a matter of level of food expenditure. At every expenditure level above a certain minimum, some families succeeded in obtaining good diets but others procured food only fair or poor, from the standpoint of nutritive value. For example, with an expenditure of $2.50 a person a week for food, 32 percent of the families in East South Central cities bought good diets, while another 37 percent obtained diets that were classed as poor" [14] (that is, in need of improvement, since they were below, in one or more respects, what is now considered average minimum requirement).

TABLE 11.—*Proportion of All Families Studied Obtaining Diets of Different Grade, by Color of Family and Region*

Color of family and region	Proportion obtaining diets graded—		
	Good	Fair	Poor
White:	*Percent*	*Percent*	*Percent*
North Atlantic	11	32	57
East North Central	12	28	60
East South Central	21	33	46
Pacific	14	46	40
Negro: South	11	25	64

In summarizing their findings, Stiebeling and Phipard estimate that there is little likelihood of a deficiency in protein in the diets of many employed workers' families. Most of the diets furnished an adequate amount of phosphorus. Less than a half, however, purchased food supplying as much as 0.70 gram or more of calcium per unit per day (a safe allowance), while about a sixth had diets furnishing less than the average minimum requirement of 0.45 gram of calcium per unit per day. About half the diets supplied 15 milligrams of iron per unit per day (the amount needed for a "good diet"), and all but about 5 percent, a "fair" allowance, 10 milligrams.

About a third of the families obtained diets high enough in vitamin A to insure good visual adaptation in semidarkness, and about a fifth obtained a liberal allowance. About half the families purchased foods which furnished less vitamin B_1 than the standard of the good diet for this nutrient. An abundance of vitamin B_1 promotes good functioning of the digestive tract. Acute deficiencies result in a disease of the nervous system called beriberi.

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[14] See footnote 11, p. 12.

Somewhat less than half of the families secured the specifications of the good diet as regards vitamin C (ascorbic acid), a substance found in abundance in citrus fruits and tomatoes and in certain green and leafy vegetables and fruits, but almost 90 percent had a "fair" allowance. Diets without sufficient provision of this nutrient result in increased susceptibility to infection, and in restlessness and irritability in children. An acute deficiency in vitamin C may produce scurvy, but other symptoms are more common in this country. Riboflavin (essential in the production of an enzyme involved in cell respiration and the energy metabolism of the body) was fairly well supplied by these diets. The pellagra-preventive factor was apparently amply supplied except in the Southeast, where the deficiency among the low-income groups is serious.

Deficiencies in the consumption of calcium and vitamins A, B, and C are readily understood when the division of actual expenditure is compared with recommendations for adequate nutrition at expenditure levels just above and just below the average prevailing in this group. Milk is one of the most important sources of calcium and of vitamins A and B. The relatively low proportion of the average allotted to milk and milk products is responsible in large part for these deficiencies. The deficiency which appears in the analysis as regards vitamin C is probably accounted for by the fact that actual purchases of green and leafy vegetables were considerably below those in the recommended diets.

The relationship between food consumption and health is now so well established that it must be a matter of general concern that so large a proportion of this relatively favored group was not securing the foods needed for a nutritionally satisfactory diet. There is abundant clinical evidence that the vitamins and the minerals listed above are needed for physical well-being. Part of the consumption deficiencies just shown could easily be remedied by more widespread knowledge of nutritional needs, but a large part is due to the inadequacy of incomes to meet total family needs. As noted in an article previously published in this series,[15] 44 percent of the children in the families of the employed workers covered by this investigation were members of families whose expenditures did not come up to the modest standard of the WPA "maintenance budget."

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[15] Monthly Labor Review, January 1940.

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NUTRITION 1941

CONCLUDING REMARKS

BY

MRS. FRANKLIN D. ROOSEVELT

AT THE NATIONAL NUTRITION CONFERENCE

FOR DEFENSE

Washington, D. C., May 28, 1941

Ladies and gentlemen, I don't know that I belong here. I feel very much a layman and as though I had very little right to take up your time. I also feel a little guilty because I have not been able to be here through the various sessions, so I do not know exactly what you have discussed. I know that you are about to be given certain recommendations which have come out of your meetings and that you will discuss those recommendations. Therefore, I asked if I might read those to give me some idea of what conclusions you might be coming to in the course of these meetings.

I don't know that I have anything to contribute except the observations of an untrained layman who does have an opportunity to see a good deal of the country and a good many of the programs for which many of you are responsible.

I don't doubt for a minute that in Germany today not so much attention is being drawn to the fact that the Bismarck was sunk as that we here have acknowledged that we have a great number of undernourished people. I am very glad that we have the courage to acknowledge it, but I hope that we are going to recognize the obligation, having acknowledged it, to understand the problem and to do something about it. We know a great deal more today about the importance of nutrition. We know a great deal more about what we can do to make certain necessary foods available to people at different income levels. We know that a great many people are hungry, not only because of poverty, but because of ignorance, and considering that we have this knowledge, I think there are things that in this emergency we should now do.

I remember very well the first time I visited TVA and heard Dr. Harcourt Morgan tell us about the difference it made in plant life when the soil had certain nutritive qualities and the difference that plant life, drawing strength from a certain kind of soil, made in animal life, and so on up. I never thought about that particular thing in nutrition before, and I doubt if a great many other people have thought of it, but it makes sense.

It is necessary for plant life to have a variety of things to make it valuable to animals; it is necessary for us to have the maximum strength in plant life that we eat and in the animal life which feeds us. Now we learn how to process many things, how to do things less expensively, and we are learning more every day. We know the problem that we have. I think one thing we can be very proud of is that because of the depression and because of the intensity of the problem that came before us, we have made a real beginning through government programs in solving our problem.

I think the food stamp plan is one of the ways, but that alone won't be the complete answer, because people must learn what to buy as well as have the ability to get it. I think one of the things that has impressed me most lately is the value of the school lunch program which has been made possible in large part by WPA programs, and also by the Surplus foods program. I saw a little school for Negro children in Alabama not long ago, and I think probably the only really good meal those children got in a day was from surplus foods. They did not even have the wherewithal to cook it at school; it had to be cooked in various homes and brought to school and heated there, but those children looked as though they needed every bit of that food. The teacher told me how hard she was trying to educate the mothers through the food she tried to give to those children at the school, and in the way she told them how to cook and prepare it.

It makes a difference in so many ways if those children have adequate food. It is not only what nutrition means in a crisis like this in our draft results, but also as it affects many problems for us today. We had our nutrition needs pointed out to us over twenty years ago and now we are having a second chance to learn. It is not just that we find poor teeth, poor eyes, poor general condition. It is that the children are not as good scholars. They can't learn as much. We have children who don't progress in school because they are not properly fed, and we have children who suffer from emotional upsets for the same reason. It branches out into so many things this question of the programs which the government has started and which the government is carrying on increasingly successfully through the Social Security programs; through WPA and NYA and Surplus Commodity plans. In WPA I think probably the household aids have contributed greatly to education, have contributed greatly to better standards, better buying, better understanding of what children need in a family.

All these things are just the beginning.

Now we come to the real stress and strain of defense, military defense. We know for the second time that a great many of our young people are undernourished; we know that we have more knowledge than we had twenty years ago and we will be stupid indeed if we do nothing about it this time. We know that it is necessary to carry on an educational program in our camps with our boys as well as in our communities, because even with those boys we can do something to educate them and increase their physical condition while they are in camp. I think there is a big job to be done in every community, and that is what we really have to do in home defense.

This job is not very spectacular. Perhaps it is much more exciting to learn how to drive an ambulance or help shoot down troops that may be dropped down upon us from the sky - we may have to learn to do that some day. In the meantime, however, there is one thing before us now that has to be done on the community level, and it can't be well done on any other level. It must be done community by community, and it must be done with the aid of nutrition experts who know where to get the information and how to impart it.

The educators can help in every community for they reach the families through the children. The doctors in every community can get into the homes and their advice will be taken. Finally we need the aid of individuals, men and women, who are willing to take the advice, for instance, of the Department of Agriculture, if they live in rural communities, and plant the things that we need, not only the things we need at home, but in order to be sure of having enough at home when we have to send certain things abroad. We must have more of certain things not only for our rural communities, but for our neighboring cities. That is the job of men and women both.

There is canning to be done; growing to be done; there is information to be imparted and distributed from door to door. It is a big job. It is an important job. It means, perhaps, a tremendous amount for the future of our country and of our Hemisphere, perhaps even of our world.

I was struck in reading William Shirer's article, his diary of his time of observation in a camp in Belgium and Northern France. He mentioned that the German boys not only looked well but seemed to have energy, and that he had never seen such calm and such apparent ability to face whatever was going to come with a placid spirit. While that may be something that belongs to a particular race of people, I doubt if it is. I think it comes very largely from the health they have built up in young people; what they have given them as they grew up through the proper nutrition and proper surroundings. That is a community job. Mr. Shirer noticed the German boys and he commented on the difference between the German boys and the English boys and he added he thought many of our boys in this country would compare with the English boys rather than with the German boys.

There is no excuse for allowing it to be truthfully said of our boys. We have the knowledge and we can improve our general health if we have the will to do it. There was a time when we thought that there were things we could not do.

I want to remind you that during the depression many people said to us: "Oh, we can't do that; we can't afford to do it as a nation; we can't possibly find the money with which to do it," but the minute it became a question of military defense, have any of you heard any question about our not being able to afford to do it? We should remember that, because it ought to give us courage to do the things that need to be done in the future, and to do the things, the non-military things that need to be done now, because they are just as truly defense, and I don't minimize our need for military defense. I know a great deal of what we need from a military standpoint, but there are other things we need too, and if we know that they are just as surely defense, we can afford them.

If Great Britain can afford what she is doing today, if Germany can afford what the German people are doing today, the United States can afford also to do all the things that are necessary for defense on every front.

I want you to remember that and never to say, it is not a possible thing to do this or that. We can have a people who have enough to eat, and having people who have enough to eat, I believe will mean that we have more opportunity for the people who are afraid of not having the butter as well as the bread. I think that having a basis of more people who have enough to eat will provide more butter too.

That is all I think I have to contribute. It is purely a lay person's point of view to a group that knows a great deal more than I do, but I hope it may give you some courage to take the things that you want to take, into every community and see that this time we profit by the knowledge that we have acquired and are acquiring.

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THE JOB AHEAD

by

Surgeon General Thomas Parran
U. S. Public Health Service

In this grave hour, we have met here at the request of our President, to contribute our knowledge and our effort to an urgent defense task. We have been asked by our Commander-in-Chief to tell him what we can do to make America strong by making Americans stronger for whatever perilous task may lie ahead. An answer has been given in our approval of the reports of the ten sections, given here today. In summary, our answer is that, given the national will to do it, we have the power to build here in America a nation of people more fit, more vigorous, more competent; a nation with better morale, a more united purpose, more toughness of body, and greater strength of mind than the world has ever seen.

This total result can be accomplished only by putting to work all of the scientific knowledge we have for the nutrition of all our people. We have the capacity for agricultural production. We have the soil fertility—thanks to our soil conservation programs in recent years. We have the educational machinery. We have the food manufacturing and distribution facilities—with leaders keenly aware of their social responsibility. Throughout the nation we have a great surge of desire to do something solid for defense. Each of us wants to build better and more strongly the human bulwarks of democracy, which is the one thing we defend. These great assets in food production, distribution, education, social awareness and patriotism can be canalized, through science, toward our goal of nutrition to lift our level of achievement. If we attain this goal, what will be the results?

In the past two decades there have been breath-taking discoveries on many nutritional fronts. To find a parallel to this swift advance in knowledge we must go back to the epoch-making time of Pasteur, whose germ theory of disease made possible a half-century of progress against preventable infections. Without Pasteur and his co-workers and disciples, mankind still would be plague-ridden. He made our civilization vastly different. Tomorrow's civilization can be made vastly different, and far better than today's, if we put to work now, what we know now, about the nutrition of human beings.

In the past half-century we have added twenty years to the average span of human life, largely by saving the lives of babies and of young people. But life expectancy for those of us beyond the age of forty has not increased since Pasteur's time. On the contrary, many diseases have increased because more of us grow old enough to acquire them. Deaths have increased from cancer, heart conditions, kidney diseases, mental illness—in fact, from all of the so-called degenerative causes. It is easy to say that this is the strain of modern life. Yet every disease, every mal-function of an organ, results from a derangement in the functioning of the individual body cell. The individual cell functions properly if it is properly *fed;* and if it is not killed by the invasion of bacterial, virus, or chemical poisons, or by endogenous toxins. The *food* available to each of the body cells probably determines to a large degree the health of that cell, its proper functioning, its reciprocal relations with other cells, which make up organs and systems of the body.

A machine wears out prematurely if not properly fueled and lubricated. It is a reasonable hypothesis that the human machine wears out prematurely if it is not properly nourished. Certain it is that normal human nutrition requires a total of at least forty different food substances—carbohydrates, fats, minerals, proteins (in the form of amino-acids), and vitamins—of which many have been isolated and reproduced as synthetic crystals.

Read at the National Nutrition Conference for Defense, Washington, D. C., May 28, 1941.

Not only does the body require these diverse food elements, but we know that the elements are required by the body in a certain definite ratio of one to the other. Infectious disease, treatment with certain drugs, and perhaps other causes as yet undiscovered, upset the normal body demand for certain food elements.

The science of nutrition is about as young as the science of aviation. We do not know all the answers in either field. But as much, relatively, is known about what nourishes a human body, as is known about what gets a heavy machine up in the air and to its destination safe. The difference is that far less of the nutritional knowledge is put to work.

This Conference has given us enough basic facts to stimulate national thinking and speed united action. These facts have been considered by agricultural economists, by educators, by food processors and distributors, by community leaders, by family doctors. Blueprints for national action have been drawn. The facts make clear that while nutrition is an individual and family problem, it is also a community and a *national* problem.

For the first time, the top experts in the nation have drawn the specifications for a diet adequate for good health—a "gold standard for nutrition." Here we have the blueprints. They represent no narrow list of foods, but a wide choice that can be purchased cheaply anywhere in the country, yet which will provide for men, women and children the nutrition essentials for life and buoyant health. These blueprints will have meaning only if each one of the 130 million of us can and will translate the specifications into a wiser selection of what goes into our stomachs every day.

It may seem strange that we have not yet determined the full nature and extent of our nutritional problem. Facts presented here show that only a small proportion of the undernourished have acute symptoms of disease; perhaps only one in ten. Like an iceberg, nine-tenths of our malnutrition, and the most dangerous part, is under the surface. Yet experimental and clinical evidence piles up ahead of exact laboratory tests to show that much ill health—mental and physical—can be relieved dramatically by the right food. Of even more importance, is the evidence that by the supplementary feeding of groups, who were getting a diet to start with which once would have been considered adequate, growth, strength, resistance to disease and above all, morals, are swiftly promoted.

Doctor Sherman has told us that if we replace an *average* diet with an *adequate* diet, we get a ten per cent increase in the active, virile life span. This would mean more in terms of human longevity than to wipe out cancer as a cause of death. We have been told that through nutritional science we can eliminate the "half-health, half-strength, half-happiness" which results from a diet not quite good enough.

Even though we do not know the full extent of the nutritional problem in the United States, as President Roosevelt has told us "every survey of nutrition, by whatever method conducted, in whatever part of the country, shows malnutrition to be widespread and serious." Studies of family diets by the Department of Agriculture in all income groups of the nation show that one-third of our people are getting food inadequate to maintain good health. Less than one-fourth of us are getting a "good diet," even when measured by the old standards which are lower than the "gold standard" presented to us by Doctor Wilder's Committee. Some people can't afford to buy the food they need; others spend their limited food budget unwisely; still others have fixed and faulty food habits. We Americans want good health to be the heritage of all, on as democratic a basis as the suffrage itself. We want no property qualification for health.

Secretary Wickard and Secretary Berle have told us that in the world struggle, food is a basic weapon. Here, we happen to have plenty of fertile land to supply every element of a full and adequate diet to the present population and any prospective increase. This is true, in spite of past exploitation of agricultural resources. During the last war, we tried to raise wheat on land fit only for grazing. It will require a generation of careful restoration to eliminate the dust bowls we created thereby. From the richest valley in the world, the Mississippi, we have exported the soil in the form of cotton, and created an economy of poverty, of tenancy, of pellagra, of anemia and hookworm. The rest of the country must help to restore and the job will take long years.

We have been unwise on other fronts. Nature puts into the foods we eat the vital elements necessary for balanced health. Many of them have been depleted through our zeal for over-refining and by modern cooking methods.

The Conference has been told that one-half of our fuel, the calories we eat, is in the form of bread and sugar. Add to this the refined fats, and two-thirds of our energy intake is in the form of "inert calories," which furnish fuel and nothing else. From the remaining third of our diet we must get the vitamin B complex and the minerals needed to burn up the inert calories. This has been hard to do during the past years. Bread, during long centuries, has been the "staff of life." Until recently we have made it a very frail and feeble reed by "scalping" out of the wheat berry most of the vitamins and minerals which the good Lord put into it for our protection. Year by year, too, our consumption of sugar has increased. White sugar is a source of fuel—nothing else. It does not carry the vital elements necessary for its use in the body.

To restore bread to its traditional virtue which made it the staff of life, the millers and bakers of the country have revolutionized their industries. In the new flour standards, announced at this Conference by Federal Security Administrator McNutt, the nation is assured of a stronger staff in the new "Enriched Flour." This will be attained either by conserving the vital elements naturally present in wheat, through longer extraction—which means using more of the wheat berry--or, if the public continues to demand pallid bread, the most essential elements will be restored to highly milled white flour without changing its color. Whichever you choose, you get a more healthful food. Choose one of them.

Modern diets are deficient, too, in other respects. To give to all what all of us need nutritionally, we should increase by nearly 50 percent our national production of milk and milk products. One of the most valuable foods--dried skim milk—now is used largely for poultry and stock feed. In fact, we have given our livestock the best parts of many foods. This Conference has pointed out the ways we can let our children get more of their share.

During the past decade, the United States has produced what we have called a "surplus" of agricultural products. Very wisely we have built up an "ever-normal granary" of corn and wheat to fend against drouths and other emergencies which would cut down supply or increase consumption. Wisely, also, we have conserved the soil and helped farmers to stay on the soil. Some of the most hungry of our needy families have been able to get a better diet through the "Food Stamp Plan." It has helped them, and it has made good use of some of our surplus foods. About half of our needy school children get at least one good meal a day for five days a week in the free school lunches.

Actually, however, these important programs have been designed to take surplus foods off the market, not primarily to meet nutritional needs. The reports made to this Conference demonstrate that if full domestic food needs are met, we do not have any *real* surplus of agricultural production—except of wheat and cotton and tobacco. If we add the crying needs of Great Britain to our own requirements, if all of our people are to have a thoroughly good diet, we are faced with a shortage of animal proteins, of milk and milk products, and of the legumes. To meet this shortage now and to take our proper place in the half-starved world after the war, we must give direction to our farm output. We can not afford now to use as many acres as before in growing cotton, wheat, and tobacco--for which there is no market now or in prospect immediately after the war. This is obvious when both ourselves and the British need the concentrated protein foods which these acres can produce. We can take care of all of our own needs and the urgent food needs of the British too; but not on the basis of agricultural "business as usual." "Food will win the war" was the slogan in 1917-18. Food lost that war for Germany. We must make extraordinary efforts to see to it now that the tables are not turned.

In practical terms, we need every drop of milk, every egg, every legume, every pound of meat, and of fish we can produce for Anglo-American nutrition. Add to this substantial quantities of animal and vegetable fats, fish liver oils, and certain vitamins. I believe that the program of the Department of Agriculture, explained so clearly by Secretary Wickard, which will convert most of our ever-normal granary of feed into concentrated human protein foods will go far to get the results so urgently needed. We may be obliged to go even further during this period of emergency.

Those of us who have participated in the discussions of the past three days are confident that this is the *"Action Conference,"* which our Chairman demanded. The major directions have been charted. We go back to our accustomed tasks determined to realize the objectives.

I see in this Conference a "marriage of Agriculture and Public Health in the interest of National Nutrition," which was foretold by Stanley Bruce, now the Australian High Commissioner in London, at a nutrition meeting of the League of Nations in Geneva some years ago. Elaborating his figure of speech, perhaps one may say that industry is the best man at the ceremony; and our nutritional experts are the parents of the bride and groom.

There has been complete agreement with the objective of the Conference stated in different language by the President, the Vice-President, and the Chairman: *To Build a Stronger Race Through Good Food.*

Our recommendations state our determination to do this through the united efforts of agriculture, economics, public health, nutritional science, industry and education. First of all, we should continue our search for knowledge. Greater support must be given to scientific research in nutrition by Government, by the universities and foundations, and by the industries concerned.

Through soil conservation we can grow better food; more of it, and more rich in vital and mineral elements. Through the direction given by governmental aid to agriculture, we can encourage the production of more of the foods we need for defense, less of those not needed.

For our poorest people—all of those on relief—I urge an extension of the Food Stamp Plan. I suggest also that better nutrition of human beings rather than removal of surplus products should be the consideration that shapes the job.

I would have you consider also that if war should make it necessary for us to conserve certain foods more needed by our allies and ourselves, the administrative machinery on the Food Stamp Plan could be put into reverse overnight in order to insure the most equitable consumption of such foods in proportion to need; not in proportion to buying power.

If food stamps or a comparable plan were in operation all over the country, it could be extended to other nutritionally needy families, who now are without the foods essential to good health. Well-planned school lunches are another case in point. Now available only to one-half of our needy children, all such children should get them. Milk is such a strategic food that every family must be given an opportunity to get what is necessary for growth and health. The same is true of the citrus fruits.

Then, too, we must remember the great strategic importance of food. Both Mr. Wilson and Mr. Berle have told us how food, because of its impact upon economic conditions and the morale of a people, has been used by aggressor nations as an instrument of war; an instrument for subjugating whole populations.

Consider, further, the possibilities which food offers as a foundation stone in an after-war world economy. Present Anglo-American cooperation in food for defense, involving, as it should, intimate cooperation between the United Kingdom, the British Commonwealths, the United States, and the other American Republics, may lay the basis for a world policy to meet most effectively this elemental human need. This is only a hope of the future. Toward the realization of that hope, our immediate, domestic tasks having to do with food and nutrition will point the way.

The doctors here will see to it that the whole medical profession keeps abreast of the newer knowledge of nutrition, and it takes its part in community leadership to put this knowledge to work.

The State Nutrition Councils will multiply this Conference by forty-eight times, through the organization of comparable State Conferences, to bring your recommendations to each of the 3,000 counties in order to get action on every front.

The leaders in food manufacturing and distribution will lend their facilities and their great influence to get the maximum distribution of those foods now most deficient in our national dietary. Greater volume will make it possible to cut processing and distribution costs. Other food industries will follow the lead of the millers and bakers in improving the nutritional value of their products.

The farmers will divert acres now growing cotton, tobacco and wheat into pasture for dairy herds, home gardens, peanuts and soy beans, green vegetables, fruits, tomatoes, cows, and sheep and pigs and chickens and eggs. To provide a good diet for all Americans will mean an added 35 to 40 million acres in production in food stuffs and a higher farm income.

The food and nutrition experts will continue and increase their efforts. Theirs must be the responsibility for teaching citizens what a better diet will mean to every American, in terms of a strong body, a more alert mind, greater resistance to disease, longer life, greater vigor, and a better chance for happiness. No longer will they be as a "voice crying in the wilderness." They will have strong reinforcements from many directions.

Substantial Governmental aid to agriculture will be directed, I hope, toward adapting our productive capacity more directly to meet the nutritional needs of our people. The nation can afford to be generous with its farmers.

If our farmers go to work to see that all of us are properly fed--themselves and their families included--the rest of us will return the investment to them many times over through greater production and greater prosperity.

These are great objectives. I believe the Conference is unanimously for them. But regardless of the desirability of a result, or the amount of good will involved, things do not get themselves done. I hope that when he has received the report of this Conference, the President may see fit to make this task the sole responsibility of a competent body to act through the Coordinator of Health, Welfare and Nutrition as an operating agency for the immediate nation-wide application of what we know in scientific nutrition to the human needs we have in this unlimited emergency. I would hope that science, education, industry and all government agencies directly concerned will share in the responsibility for the job ahead.

This whole job ahead could be done—and it will—it will constitute news of historic importance; of far more importance on the constructive side than the capitulation of France or the over-running of Greece have been destructive to our hopes for the democracies. The building up of our own people to a level of health and vigor never before attained or dreamed of—the working out with the British Empire, the American Republics and other democracies, of far-reaching cooperative plans for the pooling of the food resources of the democratic world—this may prove to be the *one good thing* to come out of the war when we have done our share to win it.

But let not the hopes of the future obscure the immediate task. Through the efforts of all of us, expressed through our servant, Government, and through our collective personal efforts, we shall begin *now* to see that everyone in the America of the future gets an equal opportunity to be born and reared in a healthful environment, and to secure a diet that makes for enduring strength. Only in this way can each bear his proper part in this country of free men.

Today we are preparing to defend, not so much the square miles of land that represent the 48 States, our territories and possessions, nor an island here, or the bulge of a continent there--but the men, women and children who are the United States. We must be willing, yes eager to sacrifice comforts, convenience, money, even life itself, in order to insure our freedom and the freedom of our children to choose *our own* and *their own* way of life.

This Conference has shown clearly the ways that we can put our food knowledge to work to build a new, a stronger, a more intelligent, a more competent race. Yes, *food will build a new America.*

All of us today are conscious of the grave task lying before us. The President has declared a state of unlimited National Emergency. We shall need in the days to come rugged health and courage such as the world has never seen. The magnitude of our effort for this war is only the beginning of our historic task.

After this war, when cities and civilizations lie in ruins and the democratic impulse in men's hearts toward human brotherhood is smothered with hate, all the strength and courage that America can muster will be needed for the rebuilding of a shattered world. We Americans must be conscious of our destiny, for America is the last great hope on earth.

OFFICE FOR EMERGENCY MANAGEMENT
Office of Price Administration and Civilian Supply

Not for release before 11 a.m.
May 27, 1941.

PM 439

Address by Miss Harriet Elliott, Assistant Administrator in charge of the Consumer Division, Office of Price Administration and Civilian Supply, before the National Nutrition Conference, Mayflower Hotel, Washington, D. C., May 27, 1941.

NUTRITION AND CONSUMER PROTECTION IN DEFENSE

The problem of national nutrition cannot stand alone. It is set in a framework of individual and national resources, of individual, group and national customs of business practices, economic institutions and public policies. Above all it is set today on the framework of a great national defense effort. It is, in fact, an integral part of that effort. I want to discuss briefly the characteristics of that framework in order that you may know the related policies and programs for consumer protection with which to integrate your plans for meeting the nutritional needs of the American people.

National defense, it must never be forgotten, means total defense. As such it has two major parts; first, military preparedness and aid to the Democracies; second and equally essential, the strength of our own people. These two parts of the defense effort were recognized by the President when he set up the National Defense Advisory Commission and assigned to it the double responsibility, not only for achieving military production but for keeping the American economy in effective operation and safeguarding the interests of the civilian population. This dual task continues to be evidenced by the present administrative set-up which has taken the place of the Advisory Commission. On the one hand the Office of Production Management is responsible for production of the essentials for military defense. Parallel to it, the Office of Price Administration and Civilian Supply is responsible for maintaining economic stability and meeting civilian needs. Both parts of the defense program affect the framework within which planning and action for adequate nutrition takes place.

This Nation is committed to an all-out program of military preparedness and all-out aid to the Democracies. We are committed to whatever sacrifices such an all-out program may entail. But we are not committed to indiscriminate sacrifice regardless of necessity or cost. To defend our democracy we must strengthen, not undermine it, in the defense process. For this, we must not call upon our people to make unnecessary sacrifices—sacrifices which could be avoided by careful planning or the setting aside of certain private advantages.

We are committed to the principle that the burden of necessary sacrifices must fall on those best able to bear that burden, not upon those already struggling to maintain a level of living for their families that is consistent with our national resources, our democratic purpose and our democratic faith. It requires constant effort to make this principle effective in our society where so many of our institutions and traditional practices make those who can least afford it bear the burdens of insecurity and social adjustment. But such constant effort must be made.

All this means careful planning of military production and supplies not only to achieve the maximum military result but to do so in the way least burdensome to the civilian population. It means placing the needs of the Democracies for food and other supplies along side of the needs of the American people and choosing those ways of meeting their needs which are most consistent with meeting our own. It means, in effect, making the program of food for our armed forces, for the British people and for our own people a single integrated program. Let me give a few concrete illustrations. The Army's decision to feed fresh milk to the boys in camp has required planning to make milk from outside of the local milkshed available for the civilian population in the vicinity of cantonments. The British needs for concentrated foods which can be transported with a minimum of cargo space have so increased the demand for cheese, evaporated milk, and powdered milk that much larger shifts in our own milk utilization are now required. In applying priorities for aluminum, special allowance was made in the past month for the pressure cookers needed in the Farm Security Administration program to permit food conservation and the raising of nutritional levels of low-income rural families. Illustrations could be multiplied but these are sufficient to indicate what is involved in adjusting our military aid program in order to limit the burdens placed upon American consumers to those which are necessary.

The Nation is committed to the second part of our defense program, positive steps to strengthen our democracy, no less than to all-out military preparedness and aid. But this part is far less visible, less dramatic, and less the focus of our concentrated national energy. This nutrition conference is an important step toward making our effort on the home front as truly an all-out effort as our program of military preparedness and aid.

There are three essential aspects of defense through democratic strength; 1) increasing our economic efficiency, 2) strengthening the health and effectiveness of our people, and 3) maintaining and strengthening our democratic procedures.

We cannot achieve our goal of democratic defense with anything less than full efficiency in the use of our economic resources—efficiency in our homes, efficiency in the market place, efficiency in the community and efficiency in the Nation. Efficiency in our homes calls for a new assumption of responsibility by consumers as economic citizens. Efficiency in the market place means wise buying by consumers and methods of selling which permit consumer discrimination and economy. More than that, it means the degree of price stability essential for efficiency through the economy.

Like a sword of Damocles hanging over our head is the memory of the first World War with its sharp and disruptive spiral of skyrocketing prices, living costs, wages and yet higher prices again. We cannot let such a spiral happen now. We have the machinery to prevent it from happening, and the determination to use that machinery to prevent a price run-away. During the first World War, price controls were introduced only after prices had already shot way up. Today, Mr. Henderson, the Price Administrator, tries to act before the prices rise alarmingly. He set a ceiling on steel lest a jump there start the whole price structure climbing; he held coal in line lest the temporary lack of production during the coal strike give rise to a price boost; his recent ceiling on combed cotton yarns, 20% below the market price, was designed to pull that price back from a speculative level. By these means a disruptive price spiral can be avoided.

This does not mean that no price increases will occur. Some prices have risen and will rise, but these increases must not be regarded as the launching of a price spiral, or panic consumers into buying practices that force prices higher in the process.

Greatly increased demand for food growing out of increased consumer purchasing power, Army needs, and shipments under the Lease-Lend program, have been pushing food prices up from the low point at which most foods were when the war began. Efforts to achieve parity prices for farmers have recently added to the upward trend of food prices. This inevitably means higher costs of some food to American consumers. It is our policy and our determination, however, that these prices shall not run away but shall be held within reasonable bounds. In spite of the sharp increases in food prices in recent months, the Bureau of Labor Statistics index of retail food prices is still five percent below the level of 1937.

But every increase in food prices places a burden on the low-income consumer. The food price increases occurring at the present time constitute a burden which must be lightened by redoubled efforts to make possible wise buying, assist consumers to know and use the less expensive foods, and to promote special programs which put food of high nutritive value within reach of low income families. Increased food prices make particularly significant Dr. Wilder's suggestions for insuring proper nutrition by enriching the staple, low-cost foods. They make imperative the much wider use of quality standards and grades to enable consumers to compare products, stretch their food pennies, and make their food purchases fit their needs.

Price itself is meaningless without quality. Living standards are dependent, of course, upon quality, as well as quantity. Economic efficiency cannot be achieved with ignorance in the market place. Price controls cannot be administered unless a price applies to a specific quality.

In the food field, minimum quality standards for health and safety are set by the Food and Drug Administration and the quality characteristics of certain products are defined. These provide a very essential bottom below which quality may not fall, and the extension of such minimum standards is needed more than ever now. But these minimum standards are not enough. They do not provide the necessary basis for economic efficiency as do standards and grades for products at different quality levels. Such grades exist for some meat, eggs, canned goods and fresh products. The prompt extension of the use of these grades in all retail markets is essential. As rapidly as possible, usable standards and other quality designations must be developed for products for which such standards do not now exist.

I have spoken of food prices and food standards because those most closely touch the problem of nutrition which we are here to discuss. But prices and quality standards for other items in the consumer budget have a direct bearing as well, since expenditures for these items crowd the food budget and cut down the amount available to purchase good nutrition. Next to food, the largest item in the consumer budget is rents. In many communities congested by defense activity, sharp rent increases have occurred. In order to remedy this situation and prevent further increases, the Office of Price Administration and Civilian Supply is assisting local communities to set up fair rent committees and to hold rents as close as possible to pre-defense levels for the duration of the emergency.

Clothing economy is dependent on recognition of quality, and the need for the development of textile and clothing standards is pressing. I recently saw a statement in a trade paper that a difference of 18% in the cost of a certain type of cotton cloth involved a 68% difference in quality. The consumer who could not tell that the wearing quality of the material had been reduced not only could not guard her own pocketbook but could not do her part in contributing toward national efficiency. Goods bought for purposes which they do not serve, clothes that wear out and have to be replaced, mean waste and inefficiency in home and Nation. Our all-out effort must overcome this type of waste.

It must overcome, too, those obstructions and inefficiencies in methods of production and distribution which check the flow of goods and raise costs to the consumer. Toward this end, the Attorney General recently notified Mr. Henderson that priority will be given to pending anti-trust investigations of practices which appear likely to interfere with the price stabilization program. The Antitrust Division last winter started to investigate monopolistic practices in the processing and distribution of a number of foods. These investigations will be given special attention where the evidence indicates that such practices impair the economy and efficiency needed for the defense effort at the present time. Many other types of waste which burden the economy will be attacked by the program of simplification and standardization undertaken in the Office of Price Administration and Civilian Supply. Such a program will reduce the wastes of false and misleading advertising, of multiple and confusing packages and can sizes, and other practices which raise the costs of distribution.

The most fundamental approach to economic efficiency, and incidentally to problems of price, is to produce and make available an adequate supply. This is the only real means of consumer protection, moreover, for there is no substitute for the actual things that go to make up the consumer's standard of living. For most of the basic things which go into the American standard of living there are resources and materials and available manpower to produce them. Shortages exist, and priorities are being established on some imported products, and on others where expansion of defense demand has outstripped expansion of productive capacity. But many of these shortages can and must be overcome, and we must therefore work for the maximum in needed production which our resources, our effort and our organizational ability can produce.

This is particularly true in the matter of food. Our agricultural plant is tremendous. The resources for producing all the food which we need are here. We must encourage and secure the production of that food. The Secretary of Agriculture has already pointed out the additional volume of agricultural production which would be required were the American people to be fed at levels of adequate nutrition. The foods needed for export are in many instances the same as those needed for adequate nutrition in this country. We should secure the prompt production of these foods by all means consistent with fair and adequate protection to the farm population. The Department of Agriculture's plan announced April 3rd, to support the prices of hogs, dairy products, chickens and eggs, had the concurrence of my office and Mr. Henderson's on the ground that it was a practical measure to secure the added production of these foods which is needed at the present time.

It is not enough for all-out defense that we take these steps to promote economic efficiency. National defense requires fitness and strength for all our people. We know that there are many who live below the safety line. I need not repeat the evidence which you have heard and discussed and which is familiar to all of you. Our national defense program requires the support of Federal, State and local programs and of private efforts to meet the needs of low income consumers and to find means to raise their levels of living to the point of strength and fitness. Many of the specific programs have been mentioned by other speakers today. School lunches, food stamp plan, the cooperative canning of local surpluses are but a few of the many ways in which low income families may be aided toward adequate health and safety standards.

We shall not achieve our program of defense until the level of all our people has been raised above the minimum. And we must not only maintain but make increasingly effective the services of Federal, State and local governments and the cooperative activity of private agencies and individuals toward this end——necessary resources, for instance, to enlarge for school lunch and food stamp programs, to extend and speed up the grading and inspection services of the Agricultural Marketing Service and the Food and Drug Administration, and to carry forward the investigations of the Antitrust Division of the Department of Justice. We cannot set the defense program on one side and our "social gains" on the other side and ask how many of our social gains we must sacrifice for the sake of defense. Our social gains, those instruments of social protection which we have forged, are an essential part of our national defense.

So, too, is our democratic method. Defense cannot be wholly *for* the people; it must be *by* people. Consumer protection must be achieved by an educational process leading to the goal of effective economic citizenship. Aid to consumers to permit and encourage their wise buying; market information through press and special publications; knowledge of how to judge quality and to plan use, or to save by paying for plain foods in bulk instead of for fancy packaging; suggestions for activities to promote consumer welfare; these are all means by which consumers may gain understanding and carry their economic responsibility. Local market news broadcasts in many cities guide housewives to those things which are plentiful in the market, help to absorb local surpluses and add to individual and national efficiency. Democratic defense thus rests upon an educational process and broad participation of people throughout the country in matters affecting their welfare.

This, then is the framework of defense into which the national program of nutrition fits——an all-out effort on the home front as well as the military sphere; economic efficiency, human strength, democratic processes. In the total picture, nutritional standards occupy an important place for they supply necessary criteria in terms of which efficiency may be gauged, and a guide to those adjustments in consumption to meet defense conditions which are, and those which are not, consistent with defense itself.

One final word: As we develop a program of total defense today we must face not only the present but the future, and must lay the foundations on which a strong America can be built when the emergency is past. We entered the defense emergency after years of depression. We look back to the post-war periods of the past and see them marked by economic collapse. But we cannot let fear of a post-war slump stand in our way today, for we must, at our peril, avoid such a collapse when the emergency is past. No nation which cannot effectively order its own economy can expect to survive in the world of tomorrow. The framework within which we build sound nutrition for strong defense today extends forward to the only future which can give meaning to our present effort——one in which health, security and opportunity are the birthright of all our people.

OFFICE OF THE COORDINATOR OF HEALTH, WELFARE AND RELATED DEFENSE ACTIVITIES

For Release in PM Papers
May 27, 1941

PM 462

Address by the Honorable A. A. Berle, Jr., Assistant Secretary of State, to be given at the National Nutrition Conference for Defense at the Mayflower Hotel, Washington, D. C., Tuesday, May 27, 1941, at 10:30 a.m., E.S.T.

Let me first congratulate you for assembling, in a particularly trying time, to consider methods of improving the health of the country. Never was work more useful; and never more necessary.

Your task is to consider the problems of nutrition in this country and how they must be met. That is really a problem of how effectively to distribute the huge stocks of supplies which are readily available. To me you assign a less happy subject of the policy of the Government towards nutrition outside the United States. There, due to the effects of war, blockades and counter-blockades, the problem is vastly less happy.

It has been, and is the consistent policy of the United States to make food resources available, so far as possible, to those countries which need them. In normal times we rely on commerce to take the surplus stocks of food which we have to the points where they are needed. But where normal commerce does not accomplish this result, this Government has historically supplemented the supply by sending food, at its own expense, or at the expense of American organizations.

In the years following the World War, as you know, this Government through various organizations financed and sent food to Russia, Poland, Germany, Austria, Belgium, France; and sent less amounts to other countries. This process started immediately after the Armistice of 1918; and it continued for several years. Only when the normal processes of re-opened trade made it possible for the populations of these countries to obtain adequate food through normal channels did we cease to send relief. We did it without drawing political distinctions: and we did it on the straightforward theory that a land of plenty had a duty to humanity.

During the present war, the Government has followed, so far as possible, the same policy. Naturally it has had to be modified by changed conditions, and by the exigencies of military situations which we did not create.

To the extent possible, we have endeavored to send food and supplies into those countries not under actual military occupation, which were in need. We took the view that two assurances are required: first, arrangements which make sure that the supplies actually reached the people who need them preferably by distribution through the American Red Cross or agencies designated by it; and second, that the effect of such supplies will not increase hunger and want elsewhere; for, of course, nothing is accomplished by shipping food and relief into an area, if the only effect is to stimulate military seizures of other food and supplies within that area.

Relief of this sort has taken various forms, depending on circumstances. In some cases—Finland, for instance—loans have been made permitting purchases of food here and its shipment abroad. Shiploads of relief have been sent to unoccupied France. Other shiploads of food have been sent to Spain. Certain movements of food have been facilitated to certain of the unoccupied French colonies. Supplies were actually on the way to Greece when she was invaded.

In many cases, unhappily, the possibility of sending relief has been severely limited. The difficulties of transport and distribution have frequently been extreme. Where we have to choose, the first concern has been the sending of supplies for children, especially milk and vitamins.

Only recently, arrangements were made to send two shiploads of food to Ireland.

We have not felt that the policy of relief could be determined wholly by arguments over the question who is responsible for the distress. We realize perfectly that the forces of invasion and aggression are the direct cause of the want and hunger and starvation of great populations. It would be very easy to say that we ought simply to leave the problem to the people who are responsible for creating it. But that is not a complete answer. The populations of these countries still have to live; and in their children may very well lie the hope for a free and civilized Europe.

Instead, therefore, of asking "Who is responsible for this?", we have asked "Will the relief actually do any good? Or will it merely feed one group in one place and increase misery elsewhere by encouraging or assisting invaders or aggressors to requisition, or seize, or buy with worthless currency, or otherwise take away for themselves, food which ought to go to the populations of these countries?" If the latter happens, plainly the relief given does not assist in the slightest.

The technique of modern economic warfare has developed endless ways for draining a country dry of its essential food supplies. They can be seized to feed armies of occupation; or they can be bought with currency which the occupied country is forced to print and turn over to its invaders; or its export can be required to fulfill some barter trade agreement which has been forced on the country. In such cases, shipments of relief to the population do not assist that population unless it were possible to establish virtually an economic control system in neutral or nonbelligerent hands within the country. This is extremely difficult in time of war within military lines.

There is a widespread misconception that the food difficulties in Europe are chiefly due to the allied blockade. Such information as we have indicates that the chief difficulty is due to the disturbance of crops and harvests and transport and local distribution; and to the requisitioning and economic policies pursued on the continent itself. The German Government has stated authoritatively that it does not consider that an invader has any responsibility for feeding the population of the country which it has invaded; and that it will, as a matter of course, assure that Germany will receive the benefits of whatever supplies do exist in Europe to the extent that she needs them. In the light of this, the difficulty of carrying on any effective policy of feeding in territory occupied within military lines must be sufficiently obvious.

Let me pass, for a moment, from the very grim picture in Europe to one other subject which I hope may offer a happier aspect. It is commonly said that there are great food surpluses in the Americas; and this true. But most of these surpluses would promptly disappear if all of the Americas were fed according to the standards which the National Nutrition Conference for Defense is here to discuss. The farmers of Canada, of the United States and of many of the South American republics would not be worried over "overseas markets" if every family on the American continent had the food which it ought to have to improve the health of the Americans of the future. The Department of Agriculture has been giving careful thought to this problem; and has been working out plans for consideration which I hope, within the not too distant future, may offer some fascinating possibilities. Although the United States is the best fed country in the world, there are millions of people who do not, and some who cannot, obtain the food that they really need. This is even more true in many of the other American republics. The problem is partly one of finance—but if it were only that I am confident we could solve it in a relatively short time. Still more, it is a problem of education. Let me say that whenever the problem of education is solved, I am confident that the economic relations between the Americas are close enough so that a solution will be found to the problem of payment. In the Americas, at least, we have passed that point. Wherever the resources are there, and the need is there, we can work out ways of getting the supply to the need.

In its international aspect, the problem of proper feeding combines three great elements. The first is the scientific element—the careful analysis by groups such as yourselves of what is really needed, and the expert education of the public to insist that the need be fulfilled.

The second is economic: the working out of ways and means by which the supplies, which we know do exist, can be put in the localities where they ought to be used.

The third is sentimental, or if you like, moral: the feeling which everyone ought to have that the providence of God put these supplies in the world to be used for the strengthening of life; and that it is the job of everyone to see that they are so used.

UNITED STATES DEPARTMENT OF AGRICULTURE
Washington, D. C.

For May 27, 1941
P. M. Papers

Address by the Secretary of Agriculture, Claude R. Wickard at the National Nutrition Conference for Defense, Washington, D. C., 9:30 A. M., May 27, 1941.

AGRICULTURAL POLICY AND NATIONAL NUTRITION

Everyone addressing this conference has been emphasizing and will continue to emphasize the urgent need for better nutrition here in the United States as part of the defense effort—not only the immediate defense effort but the long-run strengthening of our democracy. So I am not going to enlarge further on that subject. But there is one thing I want to point out in the beginning about the work of this nutrition conference. *Better nutrition* does not mean *soft living*. It does not mean growing fat and lazy. It does not mean concentrating our attention on the flesh pots, the luxuries of life. On the contrary, it means becoming harder, more efficient, better able to work overtime whenever it is necessary, better able to do without luxuries when we have to. We do not know exactly what is ahead for us or for the world, but we do know that we are going to be called on to make sacrifices. This is all the more reason for giving attention to the whole problem of nutrition now. By applying our brains, our knowledge, and our common sense to the use of our vast resources, we can be a well-nourished and efficient people in spite of any sacrifices we may have to make.

Without any further preamble, I shall come directly to my main point, which is that the existing policies of the Department of Agriculture are definitely in line with a great national nutrition program such as this conference of scientists and laymen is considering. I say that knowing how much we still have to do.

The Department has done no small amount of pioneering and spadework in the field being explored by this conference. Farmers have been learning in these difficult years that when any large part of the population can afford nothing better than a poor diet, the market for agricultural products suffers accordingly. Farmers can fare well only if the Nation can eat well. This basic and simple truth has been recognized in some of the legislation passed by Congress to aid agriculture and in the programs of the Department.

But agriculture is only *one* part of our national economy, and it can go only so far and accomplish only so much in advancing a program of better national nutrition. To put over such a program on any big scale, *all* the parts of our economy will have to pull together. If such a result comes out of this conference, I can assure you that no one will rejoice more than the farmers. For the more thoughtful among them, it will be a dream come true. The farmer sets the national dinner table, and nothing would please him better than to see everyone eating heartily.

From several standpoints, our present agricultural policies furnish an excellent foundation for putting this country on a better nutritional level. I hope to show you in this brief review that these policies have an important bearing on any program this conference may recommend.

From the standpoint of *production*, it has been the national policy in the past few years to make agriculture more *flexible*. As a result of the long decline in foreign markets and the sharp depression of the domestic market following 1930, agriculture had to learn how to control acreage, store and hold surpluses, shift to other crops where possible, and divert products to other than the usual outlets. The alternative for farmers was a mad scramble of overproduction and soil exploitation in a desperate and vain effort to make ends meet at ruinous prices.

The collapse that would have resulted from such a scramble was forestalled by the legislation that put into effect agricultural adjustment, the Ever-Normal Granary, soil conservation.

I want to emphasize that the first step, the big step, the hard step is to achieve production adjustment on a national scale. Once this becomes a practical possibility through sufficiently widespread cooperation and adequate administrative machinery, the adjustments themselves can be made *upward* as well as *downward* according to the need. This is true of both acreage adjustments and storage. Grain stored in the Ever-Normal Granary gives us a constant supply of food and feed that can be turned at any time into the channels of consumption to meet any emergency.

Adjustments are being made upward for some products right now, in the new agricultural policy designed to furnish food for Great Britain and to safeguard our own domestic needs. Egg production is to be increased sufficiently to supply British needs, and in addition furnish the United States with as many eggs as we ever used in the year of greatest egg consumption in the past. We hope to increase milk production enough to supply Britain's needs for milk products, and in addition, maintain our own average consumption at the level of the past four years. The production of canned tomatoes is to be increased by 50 percent over that of last year, and the production of all types of dried beans by 35 percent. Pork production is to be as high as possible; the spring farrowings this year are smaller than last, but the hogs are being marketed at weights above the average, and the total supply should be larger than the average of recent years.

Now these are some of the very products that we would need to produce in greater abundance, according to the nutritionists, if we set out to give everyone in the United States a satisfactory diet. In order to achieve such a goal, it has been figured that we would need to consume twice as much green vegetables and fruits as we do now (such things as cabbage, green beans, apples and so on)--70 percent more tomatoes and citrus fruits--35 percent more eggs--15 percent more butter--20 percent more milk. All of these are "protective foods," rich in minerals or vitamins, or both. I have no doubt, too, that a great many people in this country would be benefited by eating more meat than they can now afford.

My first point, then, is that so far as *production* is concerned existing national policy has given us a more flexible, more adjustable, less haphazard type of agriculture. We not only have the *resources* to produce all our people need for better nutrition; we also have the *methods*. Whenever the Nation summons the *will* to do the job, I am sure that agriculture can meet the new demands.

I don't mean to imply, however, that there is any reason to feel smug about the adjustments agriculture has accomplished so far. We still have many problems. In particular, we still have surpluses of the three great crops produced heavily for export--wheat, cotton, and tobacco. There is no way in sight by which this country could increase its consumption of these products sufficiently to take care of the surpluses. Even a return to normal world trade would not rid us of the surplus problem with cotton and wheat. Here, then, we still need more downward adjustment. We shall have to find other uses for part of our cotton land and our wheat land. One of the best uses I can think of would be to dedicate some of this land to the products of which we do need more if we are to build up the health and strength and stamina of our people. In the South particularly, more diversification and production for home use are imperative both for nutritional and for economic reasons.

So much for production. From the standpoint of *distribution*, existing agricultural policies are no less in line with the goal of this conference. I would remind you that the Stamp Plan is agriculture's baby, and agriculture is inclined to be rather proud of it. The free lunch program for school children and the low-cost milk distribution program also come under agricultural policy. By this summer the Stamp Plan will be reaching 5 million people and distributing foods worth 10 million dollars a month; and most of these foods are the protective foods especially needed by undernourished families. The free lunch program is reaching about 5 million school children. Low-cost milk is being distributed in six of our large cities.

These are prime examples of practical cooperative work by city people and farmers. The city people get better diets than they could otherwise afford; the farm people find a market for their products that would not otherwise exist. The method fits the purposes of this conference as a glove fits the hand. But as you know, this distribution of surplus foods is used almost entirely to meet the needs of people on relief, and it does not nearly meet even those needs. According to the nutritional survey recently completed by the Bureau of Home Economics (and that survey too was one of the Department of Agriculture's babies), at least a fourth of our families *not on relief* have poor diets—most of them low-income families. At least *three-fourths* of us do not have really satisfactory diets. And this in spite of the fact that we are the best-fed nation in the world, with the greatest food resources and with a knowledge of nutrition as advanced as any in the world.

So far as the fourth of our people with *poor* diets are concerned, the trouble is very largely a matter of distribution, which in turn depends on prices, purchasing power, income.

It is the national policy that farmers shall receive enough for their products to give them a fair return; never again do we want to be faced by the specter of a ruined agriculture, with the disastrous results it would entail for all of us. Within that framework, some economies could be made by improving our marketing processes. A *great* deal can be accomplished for the farm and village population by extending home production, home and community canning, and community refrigeration. Out in Ohio, a survey was made last year among rural families in one community to see how many of them produced enough of their own food to supply their needs. Only *half* of them produced enough milk for themselves; only *one* out of *10* put up enough vegetables to meet their winter needs. In fine *dairy* sections like New York, you find many farm families who don't keep enough *milk* for their own use. Why *farm* people should go without adequate diets when they can raise food just a few steps from their own back door is more than I can see. We can go a long way with a good home production program, and I hope this conference will come out strongly for one.

I am emphasizing this point because the Department of Agriculture is primarily concerned with farmers, and also because I am a farmer myself. I know that the nutrition problem is not confined to the cities. We have a big nutrition problem right out in the country where the food is raised, and rural people need to be awakened to the meaning of nutrition as much as city people.

Now what about the part of the *city* population that is poorly nourished *primarily because of low income*, yet can receive no benefits from such devices as the stamp plan or direct relief distribution? This conference will have to give major attention to any and all possibilities for improving the nutrition of that large group. The increased employment and better incomes resulting from the defense program will help, but there will still be plenty to do. I am sure agriculture will cooperate in any practical steps that can be taken, but this is one of the places where agriculture can do little *by itself*.

I have mentioned production and distribution. There are two other aspects of agricultural policy that have an important bearing on the work of this conference.

The *first* relates to research and education. As a matter of long-standing public policy, our State and Federal agricultural agencies are engaged in research up to the hilt, as you know. And much of this research relates to food and nutrition--better handling of our soils, conservation of our soils, better crops, better livestock, more efficient farm and home management, the battle against diseases and insects that waste our resources, better nutrition for farm animals--and better nutrition for human beings. These and more are within the scope of agricultural research, which deals with social and economic problems (yes, even psychological problems) as well as with problems in the natural sciences. Here is a fertile seedbed for such an effort as this conference is making.

I will say frankly that in my opinion not only the United States but modern civilization as a whole will have to use this science of ours for the benefit of mankind much more fully, much less half-heartedly, than it has been used so far. We could feed and clothe and house the masses of our people far better than we do if we dared to turn science loose to tackle the job. But we have hesitated and sometimes this was because we have been afraid we might make a wrong move and upset somebody's apple cart. I think it is time to be afraid that if we *don't* make some vigorous moves, our civilization won't have any apples to put in the carts, and it won't matter any more whether they are upset or not.

In other words, I hope this conference will mark a big forward step in hooking up science with the needs of common people. I would like to see this done in the United States above all places. I would like to see it done with *food* first of all because food is the most basic need of common people.

This conference will hear much discussion of *education* as an indispensable means of achieving better nutrition. Few of us know how to eat as we should, but I shall leave that discussion to the educators. Here I merely want to point out that education is also an organic part of agricultural policy. It goes hand in hand with research--or at least we try to make the two go hand in hand. We have done a good deal of education about nutrition and about almost everything else connected with foods, from production on up, but probably we could and should do a good deal more if this conference works out a practical program.

The mention of education brings up another thought. Here in the United States we think it is a public duty to provide education for our children, and we spend a lot of money doing it. Isn't it just as much a public duty--I think it's even more--to see that they have sound healthy *bodies?* In fact, if I understand the latest findings of nutrition correctly, people can't really *use their minds* fully if they are suffering from undernourishment. If that is the case, then we have to *begin* with good nutrition for children or the money spent on their education is going to be more or less wasted.

The final aspect of agricultural policy that I want to touch on is the broadest of all, and it is also the most fundamental to the work of the National Nutrition Conference. That aspect can be summed up in the term *democratic planning*. So far as agriculture is concerned, there is no question but that democratic planning has become definitely and I believe permanently a part of national policy. The only way farmers could save themselves from ruin back in 1932 was by trying out a policy of democratic planning on a national scale. They have greatly expanded it since then as we all learned how to do the job better.

This democratic planning in agriculture now extends from the individual farm through the community, the county, the State, the region, and on up to the National Government. It deals with an increasing variety of problems as farmers discover that the battles they have to fight are not isolated, single engagements but a part of a broad campaign. Soil erosion, for instance, isn't just an evil that suddenly appears out of the air all by itself. It is tied in with a whole lot of economic problems, and you can't fight it without taking on several other fights at the same time.

Once again, I want to say that we cannot afford to be smug about what we have achieved in democratic planning so far. But we are over the biggest hurdle--we have made a start. The only questions now are how far we want to go and how good a job we can do. My own opinion is that we shall need to go much farther than we have, and that we will have to do a good job of it or else. . . . .There is going to be planning in the modern world--either autocratic planning or democratic planning. As I look forward to the condition of the world after this war, I think we can avoid *autocratic* planning--dictatorship--only by proving that we can do a better job with *democratic* planning.

I am absolutely certain that we can, but it is not a job that can be postponed. We need to push forward *now*. Democratic planning is one of those things you learn by experience. The work of this National Nutrition Conference offers a fruitful field for adding to our experience. I hope the conference will reach down to every community in this country with recommendations for democratic planning that will help to build a better and stronger America.

OFFICE OF THE VICE PRESIDENT

For release in Tuesday AM papers
May 27, 1941

PM 442

Address by the Honorable Henry A. Wallace, Vice President of the United States, before the National Nutrition Conference for Defense, Departmental Auditorium, Washington, D. C., May 26, 1941, 9:30--10:00 P.M., E.S.T., broadcast over the blue network of NBC

NUTRITION AND NATIONAL DEFENSE

Of all conferences called by the various Presidents of the United States in recent years, I feel that this, the National Nutrition Conference meeting here in Washington at the call of President Roosevelt, is one of the most important. Food is fundamental to the defense of the United States. If workers and management have abundant food and the right attitude, they will turn out the vast quantities of defense materials which are necessary to save us from world chaos. The President, knowing the vital importance of food, has asked us in this conference to consider how the food resources of the United States can be used most effectively to build not only our own strength but that of the democracies we are supporting.

The people in every nation today are living under great physical and nervous strain. We in the United States, to keep our nerves healthy under such conditions, need the right kinds of food as well as the right attitude. Women have long known, even better than scientists, the fundamental importance of food to health and happiness. I suspect the lady who said, "The way to a man's heart is through his stomach," was also the one who, when asked the question of how to make a man happy, replied, at a hard-pressed moment in a hot kitchen, "Feed the beast!"

Whether it be children, whether it be workers, whether it be soldiers, the first step toward a happy, confident attitude is an abundant supply of the right kind of food. On a foundation of good food we can build almost anything. Without it we can build nothing.

I am confident that this National Nutrition Conference can produce results which will affect nearly every man, woman and child in the United States during the next twenty years. Because the knowledge of food has been growing so fast in recent years and because this knowledge has such unusual importance to everyone, there have been invited to this conference many kinds of people. First come the experts—the doctors, dentists, nurses, home economists, social workers, the professional nutritionists, and those who have an especial interest in feeding our armed forces well. Then there are representatives of the great farm organizations, because we know that the men who produce the food are as important as those who serve and eat it. The millers, the packers, the canners, the dairymen and all the varied wholesale and retail food concerns are represented, because they are the channels through which food flows on its way from the farmer to the table. Land grant college professors, who live continually with the farmers and the food trades, are here. So, also, are representatives of the great national consumer organizations, such as union labor, women's clubs, negro organizations, etc. Dozens of Federal government agencies are represented as well as a number of state and local agencies.

The doctors and nutritionists are here to tell us what they have learned, which will help us to build up and maintain our health and strength during these days when we shall put forth the utmost national effort. The farm people are here to tell us just what we have in the way of food resources and how we can change, if need be, our methods of working the land in order to get the products which will best meet the needs as the experts see them. All of us at this conference will focus on the most important job of all, which is the development of plans for action to put our modern knowledge of nutrition to practical use serving our 130 million citizens as soon as possible.

In this war, thanks to the ever-normal granary and the efficiency of modern farm production, we can approach the problem more constructively than during the last war. There seems little likelihood that we shall have meatless days, or days without sugar. Apparently, we shall not have to cut down on our own food needs in order to make sure that there is a surplus to send to our friends across the sea. The problem this time is to use our soil, our farmers, our processors, our distributors and our knowledge to produce the maximum of abounding health and spirits--a broad foundation on which we can build all the rest of our hemispheric defense.

I know this conference can do much to build this broad foundation because I have watched for many years the development of this modern science of nutrition. Forty years ago doctors were taught very little about diet. Most of them cared less. The farmers of the country learned about scientific nutrition of livestock before the mothers of the country learned about scientific nutrition of their children. During the past twenty years, and especially during the past five years, we have found out perhaps half of those things which we should have known but didn't know. The progress has been so startling that it makes those of us who have watched it carefully almost evangelical in our fervor with regard to food.

The progress of the past twenty years has been largely, but not exclusively, along three lines: First, increased knowledge of different types of protein; second, more complete knowledge of the need for different types of minerals; third, and more important than everything else, a better understanding of vitamins. It was found that certain types of disease like pellagra and beriberi could be wiped out 100 percent by proper food. We have had fairly complete knowledge about these dietary deficiency diseases for at least ten years, but there are still too many people dying from them. Therefore, I propose as goal number 1 of the National Nutrition Conference the complete wiping out of deaths caused by dietary deficiency. We don't have yellow fever any more in the United States. Neither should we have pellagra.

As goal number 2 I would propose a great reduction in those diseases such as tuberculosis toward which insufficient food predisposes. There are several dozen diseases which are not caused directly by poor diet but for which poor diet furnishes an excellent seed-bed. Undoubtedly, we can reduce the death rate from these diseases by many hundreds of thousands by adequate food.

The third goal which I would suggest for this conference excites me in some ways even more than goals number 1 and number 2. This goal is to make sure that everyone in the United States has in his diet enough energy, enough bone, blood and muscle-building food, enough vitamins, to give that feeling of "health-plus." We do not want merely to wipe out pellagra, rickets and scurvy and reduce death losses from tuberculosis, but we want to make sure that our millions are so fed that their teeth are good, their digestive systems healthy, their resistance to premature old age enhanced thru strong bodies and alert minds. I listened to the radio the other day while the commentator said, "What is it puts the sparkle in your eye, the spring in your step, the zip in your soul? It is the oomph vitamin!" I hardly recognized my old friend, Vitamin B_1, or thiamin chloride, and yet what he said was to some extent true. It does seem that in the diet of a great many people in the United States the addition of the different types of Vitamin B makes life seem enormously more worth living.

It is clear now that the so-called devitalization of foods which the food cranks spoke about a generation ago was due very largely to the milling process removing those parts which contained the vitamins, and especially Vitamin B. This is true especially of white flour and refined sugar, both of which are excellent foods, in my opinion, but both of which have actually been devitalized. We realize the need of taking care of this devitalization when we remember that in the average American diet fully 55 percent of the energy intake comes from white flour, refined sugar, and other foods containing practically no vitamins. Both molasses and the wheat grain are rich in several types of Vitamin B. In some way, that which has been taken away from these foods should be put back in the diet in the most inexpensive form possible. I congratulate those in the processing trades who, during the past few months, have made an excellent beginning along these lines. They are on their way to seeing that the people of the United States are given the right to live not only with health but with "health-plus."

While undoubtedly the most striking advance in food knowledge during the past ten years has had to do with vitamins, we cannot forget the importance of putting our knowledge of minerals in diet to better practical use. It has long been known that the soil and water in many parts of the country are deficient in iodine. In these areas many thousands of people suffer from enlarged thyroids and lack of energy because of insufficient iodine in the diet during childhood and youth.

In certain parts of the United States where the soil is low in lime and the people eat very little in the way of dairy products, it is possible to tell from the skeletal structure of many individuals that their entire being has been influenced by the lack of a proper supply of the right kind of minerals. A good friend of mine once claimed that he had made a study of an area where there was considerable complaint of cattle suffering from osteomalacia. The absence of calcium and phosphorus in the soil had caused the cattle to want to eat bones, rotten boards, and other abnormal materials. From this same area, so my friend claimed, came the political crackpots, whose emotions were rarely clouded by any great amount of intelligence.

Sooner or later, I am convinced, we shall find the importance of certain minerals used in connection with certain vitamins. This has already been proved true with copper and iron in the treatment of anemia. We shall also find methods of discovering just which individuals require several times as much in the way of certain minerals and vitamins as other individuals in order to live a "health-plus" life.

Both prior to 1930 and at the present time, the people of the United States enjoy a higher average state of nutritional well-being than the people of any other large country in the world. Comparing ourselves with certain nations we find the difference so startling as to make us feel this country is truly blessed. And yet, when we study the facts cold-bloodedly and not boastfully, we find that at least three-fourths of the people in the United States do not have what can be called *good* diets by any reasonable standard. At least forty million people in the United States are suffering from very bad diets. When you spend only five cents a meal per person for food at the grocery store, it is difficult, unless you are a trained dietitian, to buy enough food value to supply the necessary energy, let alone the proper combination of minerals, proteins and vitamins.

When we consider the inadequacy of their meals, it is not surprising that 40 percent of the young men examined for military service are being rejected because of physical disability. Not all of these rejections are for dietary deficiencies. Perhaps the examining officers would say that only a small percentage was of this nature, and yet I am convinced that it would be possible to take the men rejected and by good medical care and proper food put perhaps half of them in condition to be accepted. Moreover, proper feeding in childhood for the other half would have enabled a high percentage of them to pass the physical examination. Probably a larger number of people today are being fed properly in the United States than ever before in our history, but we have just started to do a real job. We want to see that good food gives "health-plus" not merely to 10 percent of our people but to everyone. There are three ways of approaching this problem.

First, we must shift our agriculture more and more toward producing those foods which are rich in vitamins, minerals and the right kind of proteins. We have started producing more of these foods, such as milk, eggs, tomatoes, dried beans, pork, etc., so that we may have an abundance, not only for ourselves but for Britain, to meet every possible kind of contingency. We are using the cow, the hen and the pig to extract from our huge supplies of corn stored in the ever-normal granary the Vitamin B, the Vitamin A, the good minerals and the proteins which will furnish the nervous energy to drive us through to victory. Some people may say, "Why haven't the farmers produced more of these fine protective foods before? The land and labor are available to produce twice as much of these foods. Why haven't the farmers done their duty?" The reason is simple, and leads me to discuss the second line of attack.

Protective foods demand more hard work from the farmer than the simple energy foods. A pound of dry matter in poultry, dairy or meat products costs five or ten times as much human energy to produce as a pound of dry matter in wheat. The bottleneck has been the lack of consuming purchasing power. If all the people in the cities had been at work eight hours a day producing the right kind of products efficiently, there would have been an incentive for the farmers to produce a lot more of these splendid protective foods. Today the total factory payrolls of the United States in manufacturing industries are at least a third higher than they were a year ago, and the payrolls per employed person about 14 percent higher, but the cost of living of factory workers has gone up only about three percent. This means that millions of people can now spend more on protective foods. They can pay enough for the protective foods so as to furnish the farmers an inducement to bring about that expansion which is so vitally necessary.

At the same time, we must recognize that there are many millions in the cities who get paid very little and who today are getting no more than they did a year ago. We are trying to take care of these people through the Surplus Marketing Administration, the free school lunches, low-cost milk and the Food Stamp Plan. More than ten million people are being reached, among them five million under-nourished children through the school lunches and about four million people who are getting additional quantities of butter, eggs, pork products, fruits, vegetables, flour and cereals through the Food Stamp Plan. Yes, we have made some progress toward seeing that the city people have the purchasing power which would enable them to buy from the farmers an increased production of the protective foods. The Federal action programs have taken care of a large proportion of the ten million people in this country who are most needy. The increased payrolls are helping perhaps an additional ten or twenty million. But there still are perhaps twenty million people whose diet is woefully inadequate.

This brings me to the third line of attack, which has to do with education. Tens of millions of people in this country could live far more healthfully than they are living if only they had the right information about their daily food. Some people of unusual intelligence in the high-income brackets eat improperly. A few people still make the mistake of thinking that the phrase "well-fed" means the same thing as being plump. Too much fat, especially after fifty, puts an extra strain on the heart and therefore, in many cases, the phrase "poorly-fed" should be used with reference to fat people rather than the phrase "well-fed." But when portly people, in their anxiety to reduce, cut down suddenly on their diet they are likely to reduce their intake of vitamins so greatly as to imperil their health. Thin people who are afraid to eat because they may get fat need education. So also do fat people who are trying too hard to get thin.

Fortunately, the National Nutrition Conference is starting off with a very important contribution to effective planning—a set of recommendations, or nutritional standards, worked out by the Committee on Foods and Nutrition of the National Research Council, which is heading up the scientific work at this conference. The recommendations will tell what *you* need, what *I* need, what men and women of different ages need in order to keep in good physical condition—how many calories a day—how much protein—how much calcium and iron—how much of each of six different vitamins. We who are laymen can take it for granted that these recommendations are as sound as present-day knowledge can make them. The doctors and nutritionists who have prepared this information for us in such readily available form deserve our thanks.

The next step is for all of us to plan together to transform these standards into the living reality of everyday food and savory meals. We want to get the information out into every household in the United States, so that the new knowledge of food may express itself in more vigor of living. One of the great purposes of this conference is to make democratic plans for good eating just as we have made democratic plans for good farming. We have had farm committees in every county to battle with the problems of soil erosion, acreage allotments, etc. These committees have made the farmers in every township soil-conservation conscious.

The National Nutrition Conference proposes to make every community in the United States "nutrition conscious." Every community should know of the families who aren't getting along well. Are they eating right? Is it possible in some tactful way to help them to eat better? Does your community have any of the dietary deficiency diseases? Can you make what I conceive to be the three-fold goal of this conference a reality so far as your particular neighborhood is concerned?

Already we have made a start in our typical American democratic fashion. We have State nutrition committees, schools, clinics, hospitals, public health nurses, as well as the Food Stamp Plan, the school lunch program and various other Federal programs for the distribution of food. Write to Dr. Parran of the Public Health Service for the nutrition standards which the experts have worked out. In your own way focus the agencies available to your hand so that these standards can be put into life, so that there will be no more hidden hunger gnawing at our vital organs, so that our nerves will be strong and resolute.

The National Nutrition Conference has before it a program which is just as good for peace as it is for war. It is a program which will never end until the soil and the farmers of the United States are put fully and completely to work on the job of bringing the maximum of health to every individual. At the moment we are taking an especial interest in seeing that the people of Britain, as well as our own, have an adequate supply of protective foods. And I am hopeful that the day will come when we shall cooperate with the governments of Latin America to help solve the unusual problems which exist there in agriculture, population and nutrition.

This conference is firing the opening gun in a real New Order; not a New Order based on fear, compulsion and slavery, but a New Order based on physical well-being, equal opportunity, and freedom of the soul.

OFFICE OF THE
COORDINATOR OF HEALTH AND WELFARE
AND RELATED DEFENSE ACTIVITIES

For release at 10:30 A.M.
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PM 446

An address by Paul V. McNutt, Federal Security Administrator and Coordinator of Health, Welfare and Related Defense Activities, opening the National Nutrition Conference for Defense, Mayflower Hotel, Washington, D. C., Monday, May 26, 1941, at 10:30 a.m.

"THE CHALLENGE OF NUTRITION"

We are here to discuss Nutrition.

We undertake the discussion for two reasons.

First, new and startling facts about nutrition have become known facts which are vital to the strength, health, and security of America.

Second, America faces today one of the greatest crises in her history--a crisis of such broad significance that we cannot afford to compromise our National strength in any way. If we lose, our way of life will fall, perhaps forever.

I have here a letter from the President of the United States. It is a letter which speaks for itself.

> "My Dear Governor:
>
> I am highly gratified to learn that invitations to the National Nutrition Conference for Defense have met with such generous response. It demonstrates the eager interest of the public, of educational and research centers, of medical and social sciences alike. I only regret that because of the pressure of these critical days I shall be unable to meet with you.
>
> The Conference has significant responsibilities - to explore and define our nutrition problems, and to map out recommendations for an immediate program of action. This is vital. During these days of stress the health problems of the military and civilian population are inseparable. Total defense demands man power. The full energy of every American

is necessary. Medical authorities recognize completely that efficiency and stamina depend on proper food. Fighting men of our Armed Forces, workers in industry, the families of these workers, every man and woman in America, must have nourishing food. If people are undernourished, they cannot be efficient in producing what we need in our unified drive for dynamic strength.

In recent years scientists have made outstanding discoveries as to the amounts and kinds of foods needed for maximum health and vigor. Yet every survey of nutrition, by whatever methods conducted, shows that here in the United States undernourishment is widespread and serious. The Department of Agriculture has estimated that many millions of men, women and children do not get the foods which science considers essential. We do not lack as we will not lack the means of producing food in abundance and variety. Our task is to translate this abundance into reality for every American family.

I shall follow the work of the Conference with deep interest and expectantly await its recommendations.

Very sincerely yours,
Franklin D. Roosevelt

Not many Conferences in history have been called by the President of the United States. The Conservation Conference of Theodore Roosevelt was one. The White House Conference on Child Welfare, first called by Woodrow Wilson, was another. This Conference is called because vital national issues are at stake on the nutritional front.

You are here because these issues have been recognized. We need to discuss them with you who know most about them. With your help, we propose to come out of this Conference with the objectives of a National Nutrition Policy clearly and vigorously set forth.

I would emphasize that expectation. We don't need learned or appreciative essays. We don't need wind, words or window-dressing. We need a plan for action. It is essential that this Conference lead to action.

I am not asking for the details of administration. I am not asking for an outline of procedure and personnel. In the Federal Government, in the States, in the Cities, in Agriculture, in Industry, in Foundations and Universities, we have the men and women who can work out the details. The how of the thing--the mechanics of management--is an engineering job we can and will do. That's our job. It is the why and the what of the story--the objectives which we must attain--that are for this Conference to determine. That's your job.

You are the platform committee. It is your task to create for the first time a common platform upon which the Federal Government, State and Local Government, Industry and Labor can stand together united for the fulfillment of definite objectives in nutrition.

The other day, in answer to requests that had been made of me, I outlined seven questions of the sort that might be directed to this Conference. They are not necessarily all the questions to be answered by this Conference. Here they are in brief.

1. How much responsibility shall Government assume and what shall our national economic policy be with respect to nutrition?

2. What is the most effective way to solve the twin problems of undernutrition and of farm surpluses?

3. How can we send to Britain the food she needs and at the same time give all American families a fairly good diet?

4. Can nutritionally adequate diets for all be achieved as a result of the employment and wage increases to be expected this year and next?

5. How can we attempt to promote inexpensive methods of distribution of all basic foods?

6. What remedies can be proposed for preventing our present widespread nutritional disabilities?

7. How can public schools, colleges, and medical schools, and adult education facilities be best mobilized to tell the story of nutrition?

If these questions are to be answered, there is hard work that must be done. There are compromises with prejudices and sometimes with definite personal or economic interests. I say alike to government agencies, professional groups and representatives of industry: This Conference has been called to discuss a serious problem. It is no place for anybody who has come along merely for the ride.

With that as an introduction, let us examine our problem. Let us see just what bottlenecks to straight thinking may stand in the way of getting our expected results.

First, let us look at the facts—the new and startling facts about nutrition. There are two parts to that story--the hollow hunger and the hidden hunger. The hidden hunger story is more recent. It has, therefore, temporarily taken the center of the stage. Don't forget that your job involves looking at both problems.

When America began to recover from the blitzkrieg of the great depression, it began to take stock of its human resources. It faced for the first time what would seem to be the rather obvious fact that human beings were as much worth saving as forests and minerals, streams and soil. It recognized, too, that the ways of conserving men and women were as susceptible to scientific determination and engineering solution as were our dealings with inanimate national resources.

We found, for example, that a large minority of our population did not get enough to eat.

Because these people did not get enough to eat, they were below par in health. They were below par in initiative and alertness. They were not the people they might have been with better food inside of them.

When there was not any pinch, except the pinch of poverty and the pinch of ever tightening belts--when America's industrial machine was running in a surplus labor market--nobody needed these men, nobody, that is, except their families. Efforts to do something about them were regarded as a kind of economic heresy. The Works Progress Administration, the Farm Security Administration, the National Youth Administration, the Civilian Conservation Corps, and other organizations that directed their attention to these groups were under constant attack.

Don't make any mistake about it--there was a real problem. And it isn't wholly gone.

When a Texas County can report that "20 percent of the deaths in this County in 1938 were hastened by lack of sufficient amount and balanced diets" the job is not done. Another County in the same area reported that "malnutrition has been a contributing cause in approximately 60 percent of the deaths in this County for the past five years." Texas certainly isn't alone. It simply happens to have faced its facts a little squarer.

Thousands of families live on sow belly and corn. Other thousands live on tortilla and beans. Most of these should grow kitchen gardens, some say. Certainly they should, but some of the folks who urge that most loudly are also most critical of the government expenditures for the aid and educational programs which are intended to bring about that result.

And it must not be forgotten that there are other thousands---without a square foot of real estate within five miles of their homes in which they could put a spade--who cannot buy meal-balancing foods at the prices they would have to pay. They have not the income.

So, distribution is one of our problems. I would not want any nutritionist here to go home and feel complacent because the problem is recognized. This is no time for academic recognition. It is a time for action.

I would not want any health officer to go back to his home town and feel smug because he set his public health nurses to advising welfare clients that what they needed were more green vegetables, fresh fruits, premium price flour and vitamin tablets. "Buy Better Food" isn't a very helpful slogan for folks who can't buy anything but the cheapest.

I would not want any representative of industry to feel happy about the whole thing until the American system of distribution---with the skill and leadership that only the food distribution industries are now equipped to offer us-- can work out a pattern of distribution that reaches everybody.

Some industrial policies aim to skim off the cream of a market. Under such a policy, advertising is aimed at the 30 percent of the market that has the most money to spend. Costs and prices may be geared to that selected market. The result may be a residual market that can't be developed economically by anybody. "Cream-separator distribution" that selects only adequate income groups may pay money dividends. But it can be a bottleneck to national health.

Don't forget that for a very significant part of our population nutrition is not a nine-letter word emblazoned with men in white rampant upon a field of vitamins. It is a four-letter word--food-good food and plenty of it.

Now in the pinch of defense America needs her men and women, everyone of them. We take stock of our manpower. We know that America cannot afford to take an underfed people at any income level if it is to be truly strong.

We know that a lot of people who are regarded as poor prospects for jobs need food. They are set down in personnel records as lazy or dumb. In the learned language of personnel analysts, we find them marked as "slow to adjust to job situations." What is really wrong with them is they are hungry.

Well that's the hollow hunger side of it. Not all these people are literally "hollow." One may fill up on the wrong things because he's too poor to obtain better food.

Other people, we have found, are filling up on the wrong things because they didn't know any better. It may be just habit, a sweet tooth and a big rush that leads many a city office worker to lunch day after day on soda pop, chocolate bars and sundaes.

It may be the illusion he is a "he man" that leads the laborer to avoid vegetables and milk and confine himself to meat, potatoes and coffee.

The fallacies of those diets are obvious even to amateur critics. But recent discoveries indicate even the amateur critics may suffer from deficiencies. They indicate that some of these dietary deficiencies may show up in disorders we have been pleased to call "mental." Stamina, Intelligence, Judgment, Will, Stability. All these may have their roots in vitamin unbalanced diets and can be treated through clinically determinable dosages of synthetic vitamins.

I won't talk about the forty necessary elements of an adequate diet. That's a point upon which others here can speak with more authority. What I need is a pattern which will suggest the manner in which these things should be translated into governmental and industrial action.

There are some dramatic and convincing anecdotes along the line of nutrition in action. There are little stories of people who would ordinarily be concealed in case reports or statistics. There are little dramas of individual lives. Some tell the story of hollow hungers; some of hidden hungers. There are stories of increased industrial efficiency. There are demonstrations of the supreme importance of nutrition in the mastery of arms and the destiny of Nations. In non-technical terms they indicate to a layman that good nutrition pays.

The Tennessee Valley Authority went back forty miles behind Norris Dam to the Little town of Wilder, a ghost town, a sub-marginal coal town. There several hundred stranded miners' families were barely subsisting, and only the guards at the closed mines ate regularly. Bad actors, vicious, unreliable people, trouble-makers, that is what they were, TVA officials were told. But TVA officials were--fortunately--pigheaded enough not to believe it. They sent a labor representative up to Wilder, signed up forty men, put them on hard jobs with regular pay and regular food, and they became some of the best men TVA had. They were only an extreme case. In the dining halls at Norris a man could eat all he wanted for a quarter. In the early days many of them went around and around for their quarter. Five or six helpings were not uncommon. After awhile that stopped. The men caught up with their food needs. As they were fed, the level of their efficiency on the job had markedly risen.

Many great industrial concerns find it good business to provide adequate and properly selected food for their employees. Whether such food is free, as in some companies, or available at cost or nominal prices, is a matter of industrial and labor union policy, I need not discuss here. The essential fact remains that good food pays industrial dividends.

At one of the eastern universities it was noted not long ago that many of the star athletes had unusual names. Further investigation disclosed that a more than proportionate number of these boys came from Lancaster County, Pennsylvania. There a long line of Scotch Irish and Pennsylvania Dutch had perpetuated subsistence farming and a famous tradition of good food. Perhaps there were other things besides food that those hardy forebears handed down to their sons. But it is safe to say that the average diet of the family of many a coal miner or city salesman would have long since taken that extra element out of them.

Recently, I was told that a western trucking company had actually achieved a reduction of its night accident rate by providing all its driver crews with bags of raw carrots at the beginning of every trip. Somebody had advised them who knew the effect of Vitamin A on the eyesight.

One gunner in the RAF has, it is said, had an extraordinary record in nailing Nazi aircraft in the darkness. His mates, who called him "Carrots" because he was constantly munching that succulent root, did not know about Vitamin A but they saw the results. But today there is a special diet for airmen and anti-aircraft gunners. The carrot stories suggest the problem of nutrition is not to be solved merely in terms of fancy processing or premium price supplements to the diet. Vitamins may be quite prosaic.

Today, we have begun to enrich our flour. Why do we enrich it? Because the consumers demanded fineness, lightness of texture, ultra refinement. The industry joined in competitive acquiesence and further stimulated consumer demand for these superficially attractive qualities. Perhaps this Conference can aid the advertisers by adding prestige and selling power to nutritionally satisfactory appeals. But even with today's enrichment, I am assured that the resultant flour has not achieved the nutritional level of the whole wheat.

Thus, enrichment is resorted to because of limits of public acceptance. Certainly, it is important that these elements be conserved or added. But it is equally important that the consumer is not led to believe that enrichment constitutes some sort of magic wand that changes the character of bread and makes it a substitute for other necessary foods. Not even modern fortification of foods will make men live by bread alone.

Certainly the food industries have real problems to face: pressures for over selective distribution, overemphasis on refinements, the exuberance of competitive copywriters.

But I would want none of the consumer educators present to grow smug and self-righteous because I have suggested there is a mote in the eye of some food distributors.

I suggest that the experts, too--the doctors, nutritionists, educators, home economists, and career consumers--also have forgotten a point the advertisers remember. You experts have often forgotten that eating ought to be fun.

Something frequently happens to good food when its selection is distilled through the coils of an expert. Food loses its gastronomic gusto. A fellow gets the uncomfortable feeling that he is eating exactly what he ought to and he develops a sort of technological claustrophobia about it.

Out in Indiana we raise and serve and eat the best food in the world--and I defy Henry Wallace to deny it tonight. Our Indiana porkers veritably fatten with honest pride at the prospect of becoming part of a Hoosier meal. An Indiana farm dinner, steaming on the kitchen table, constitutes about the best concatenation of vitamins ever strung together.

And we've done it for years without ever knowing any of these vitamins by their first names--or even their initials.

That kind of a dinner contains a vitamin you'd not find in a laboratory--the psychological vitamin of human satisfaction. I'll name it Vitamin Z, so the doctors can run theirs consecutively.

Indiana food has been famous for a long time. In the days before we started to export it the difference was notable. Listen to what W. E. Wilson wrote in "The Wabash:"

> "The Hoosier is likely to be tall and rather lean. At one time, there was no taller civilized man in the world. Dr. B. A. Gould of the United States Sanitary Service, studying the statistics of the Civil War, discovered that 'the Indiana men are the tallest of all the natives of the United States, and these latter are the tallest of all civilized countries.' The Hoosier's height was probably the result of his diet; for the cereals of the north central states are richer in proteins and show a larger number of heat units than the cereals of any other region of the world. In recent years, however, with standardized breakfast foods on every table and the consumption of corn, wheat and rye no longer limited to the region in which they are grown, the Hoosier has lost the distinction of unequaled height."

Wilson, you will have noted, was writing in the pre-vitamin era. But he came out at the same place. Indiana food had what it took. The good earth of Indiana imparted life. And not the least of its virtues was Vitamin Z. Food isn't food for a Hoosier unless it has that.

Don't think I am being facetious. I am very serious about this thing. Every first-rate dinner the world has ever seen—first-rate in rounded gastronomic satisfaction—has had those things many dietitians lace in tight unbending stays.

The first-rate Italian dinner isn't spaghetti and meat balls. That's just a perversion which arises from the fact that our industrialized city Italian workers haven't been able to afford the abundant fruits and vegetables of their traditional diet. The good Italian dinner was not only fun—it was full of vitamins.

Tortillas and beans isn't any nation's traditional food. It's only a remnant poor folks can still afford....So for schnitzels and bread three times a day....I don't know the reductio ad absurdum of the Scandinavian diet, but I daresay the smorgasbord is one of the first things to disappear.

You'll sell your improvements more easily if you make them human. Not the tea "shoppe" but the T-bone steak should be the symbol of your progress.

Public Health and Agriculture, Government and Industry, Medical Research and Education, all these must team together if there is to be a balanced achievement as the result of this Conference.

It is a great responsibility that faces you but it will pay to face it. It will pay even in terms of arithmetic.

A recent Department of Agriculture study showed that if all the families getting less than $100 a month had been able overnight to increase their income to that level, the result would be a 2-billion-dollar increase in food expenditures every year. That is dollars and cents increase. Good food is good business.

If, with thehelp of the advertisers and the educators, the story public health and medicine have to tell could be put into such language that the great body of American people could be persuaded, American's whole destiny would be a greater destiny than it could otherwise have been.

It is up to this Conference to create the policy. It must be a clear and understandable policy. It must be a policy which will enable the housewife to find her way through a chaos of calories, salts and minerals, acids and alkalis and vitamins. (Maybe we can get a common denominator for food needs.) It must be a policy which gives us a firm and acceptable basis for action.

Let me close with reference to my administrative relationships with these problems. We have regulations and decisions to make under the law which are of interest to this conference. We have several great bureaus, the resources of which should contribute mightily to the ultimate success of the program that emerges from this meeting.

Tomorrow morning, in all probability, the flour standards, which have been approved, will be published in the Federal Register. Hearings have been held by the Food and Drug Administration to obtain facts upon which standards for enriched flour could be based. For many reasons which industry especially will understand, it was decided to push ahead the effective dates of the standards to January 1, 1942, instead of having them effective at the end of 90 days - as is usual.

On of the requirements for enriched flour will be riboflavin. But since these hearings were held new facts have become known. We find that there is not now the productive capacity necessary to produce the riboflavin necessary for such enrichment. It is quite possible that adequate productive capacity for this and other needs may not be available by January 1, 1942.

Two factors complicate this picture: The kinds of construction necessary will involve negotiation as to priorities with the Office of Production Management; we are thus not immediately in a position to know how rapidly the new facilities could be built. The amount of riboflavin and other vitamins available for the millers may depend to some extent on the requirements of Britain, which, with restricted diets, may have a more urgent need than others.

The industries, which have so completely cooperated with this program, can feel assured, however, that the solution will not be one which penalizes them for events outside their control. If necessary there will be a review of this matter in the fall.

These measures the Conference is considering constitute an advance in the very responsibilities of government. Let me illustrate that advance by drawing a parallel between the work of two of the bureaus of the Federal Security Agency which are represented here today.

The resources of the Public Health Service--the National Institute of Health and other research centers, the able scientific personnel, the administrative machinery for cooperation with the States and with professional groups--these are at the service of this cause. Consider, however, the history of public health: First came medicine with its attention concentrated upon the treatment of disease; preventive medicine came later. Through the instrumentalities of public health, preventive medicine is being applied to the service of every man, woman and child.

In the same way the Food and Drug Administration, in its early history, was concerned solely with dangerous foods and drugs, with things which might poison, which might maim or destroy the person who uses them; but the Food and Drug Administration, with its new concern for standards and labeling, is assuming a positive function in the protection of the consumer. Not only must the consumer be not disfigured or killed, he must get what he thought he was getting when he read the label. As new standards for nutrition are set, as new truth about food — some of it more fantastic than fiction — becomes the substance for advertising claims, the consumer and the honest business man may be assured that these new truths will not be misused by charlatans. The Food and Drug Administration will see that enriched foods are actually enriched, that they contain the elements their manufacturers say they do. Thus, the positive health of the consumer in terms of the potency of food will receive a required protection.

The Office of Education, with its facilities for bringing this story to the schools, can contribute its facilities for the creation of understanding. The National Youth Administration and the Civilian Conservation Corps can help to establish for the rising generation a consciousness of what good food means to the health of a family and the life of a nation.

And, on that stubborn front of low income, the experience of the Social Security Board can help us a great deal. Its experience will help show us what our requirements mean in terms of family income. The food bill must fit the family's food budget.

The Federal Security Administration, and I believe every other Government agency, is ready to act.

Now it is up to you to give us the platform for action.

OFFICE OF THE COORDINATOR OF HEALTH, WELFARE
AND RELATED DEFENSE ACTIVITIES

For release in PM papers
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PM 435

MOBILIZING FOR BETTER NUTRITION[*]

by

Russell M. Wilder, M. D.[**]

Evidence to be presented to this Conference should convince everyone that the nation is faced with a serious problem of malnutrition; that despite a so-called surplus of foods a great many of our people are not receiving the fare they need for strength of mind and body.

The gravity of this situation, however, is not an occasion for crepe-hanging and bemoaning our plight. The hopeful and challenging fact is that we now have the scientific knowledge, the means, and the national *will* to do something about it.

The national nutrition problem is exceedingly complex, however. Its solution depends upon the mobilization of all those sources of knowledge, activity, and good will which can be utilized for the improvement of nutrition for all the people. The various fields of national endeavor represented at this Conference give evidence of the total effort we shall have to expend in mobilizing for better nutrition.

Significant studies made by the Federal Government as long ago as 1936 bear witness that this mobilization comes none too soon. These surveys revealed that in 1936 more than one-third of all families were buying food which could not provide a diet rating better than "poor"--by conservative standards. Not more than one family in four secured food which would provide a diet rated as "good.'

The conclusions drawn from these surveys have not been found acceptable to everyone. There are some persons who do not feel that they apply today. They maintain that times have improved since 1936--average incomes and purchasing powers are higher. Many physicians have been critical of the results set forth on the ground that none of the individuals included in the statistical totals was subjected to personal examination. However, in later studies carried out in villages of North Carolina and Tennessee, in Toronto, and in several other widely separated cities, physicians have made careful examinations of the people, and similar conclusions were reached.

In considering the total problem of nutrition, there has been criticism *of* the physician as well as *by* the physician. The scientists who, for 20 years or more, have studied nutrition in animals have indulged quite frequently in caustic comment on the failure of the medical profession to come to grips with malnutrition.

Practicing physicians, by and large, *have* been slow to act on the developments in the nutrition field. I wish to take this occasion to explain this conservatism.

The past forty years and more have been a period of dramatic achievement in many fields of medical science and of marked success in the control of diseases caused by bacteria and related organisms. The accomplishment of the average physician, in the complexity of human pathology, is highly creditable. Few persons not trained in biology are even dimly conscious of the difficulties involved in the accurate diagnosis of disease.

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[*] Read at the National Nutrition Conference for Defense, May 26-28, 1941, Washington, D. C.

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Nor has the physician failed, except in nutrition, to recognize the predominant significance of preventive medicine. He has given freely of his time to the campaigns which have been waged with marked success against tuberculosis, syphilis, and maternal ill health. His efforts usually have been made on a purely voluntary basis. Most of the legislation to which we owe that magnificent organization, headed now by Doctor Parran, the U. S. Public Health Service, has come about as a result of insistence by physicians. This is equally true of the fine collateral departments of public health in our several States.

The medical profession has not been tardy, either--as workers in nutrition have sometimes thought--in granting early recognition to the *new* in science. Salvarsan was introduced in 1910, and by 1912 was in general use for the treatment of syphilis; insulin was discovered in 1921 and by 1923 was employed the world over. The value of the sulfapyridine was recognized in 1938, and patients with pneumonia received its benefit almost immediately.

Fundamental knowledge in the science of nutrition is of very recent origin--in fact, it is still being sought on a dozen research fronts. Many physicians received their academic education before scientific nutrition had accumulated the body of fact which today seems so important. Moreover, the earlier investigations were made in scientific fields whose relation with medicine was not so clearly recognized as it is today. These important contributions were published in journals which the average physician did not read, and became embalmed--so to speak--in the scientific literature.

As in the initial years of any new science, the early findings were indeed vague and negative. According to a popular definition, "A vitamin is something that makes you sick if you don't get it." It could scarcely be expected that men trained in a school of tangible causes and effects should be greatly concerned with infirmities for which only a negative causation could be suggested, nor could they find much substance in so vacuous a conception.

The average office practice of most physicians and even the wards of hospitals have not revealed much disability clearly related to diet. Most persons who are malnourished are scarcely sick enough to call physicians. If they do, it is for symptoms which the doctor in the past has thought were due to mental or nervous disorders. Doctors long have recognized *severe* deficiency diseases. Pellagra, when it came full-blown with red, scaly skin on hands and neck, a red, sore tongue and diarrhea, was unmistakable. But, in most places, the number of cases of pellagra has been very small. We encountered dropsy in patients with tender nerves and other symptoms simulating the disease which, in the Orient, is known as beri-beri, but such clinical pictures were very rare. Frank scurvy, with its bleeding, swollen gums and skin spotted by blood which oozed into the tissue beneath the skin, likewise has been uncommon. Rickets in children was once terribly apparent, but of late years the general dosing of infants with cod liver oil has decreased the conspicuous features of rickets.

When it came to the recognition of the more subtle forms of malnutrition and their relationship with the vitamins, the physicians were wary. This is entirely understandable, for it must be remembered that diet, for centuries, has been a fertile field for quackery. Food fads have come and gone by the score. Physicians are perhaps more conscious of the evils of charlatanism than others without the same training.

Furthermore, the early evidence on vitamins was limited for a long time to what was learned from animal experimentation. Physicians must be careful about accepting for man conclusions based on work with lower forms of life. I beg that what I am recording will not be interpreted as lack of appreciation of work in animal nutrition. Without the basic information thus obtained, the chemists could never have proceeded. My intent is, rather, to point out that the concept of vitamin activity seemed to the physician academic, rather than practical. The earlier suggestions in nutrition that this or that vegetable or fruit was an excellent, a fair, or a poor source of this or that ill-defined activity were unconvincing to a profession becoming accustomed to methods of precision both in diagnosis and treatment.

Thus, physicians demanded other evidence that the newer knowledge of vitamins applied to man. That evidence was forthcoming in the contributions of brilliant chemists who isolated or made available by chemical means, the vitamins in forms which could be tasted, smelled, weighed, and measured for effect.

Additional evidence came from nutritional physiologists, chemists, and clinical investigators. Methods were determined for measuring with precision the amounts of each of the several vitamins contained in foods. Methods of determining the amount of vitamins in blood and urine were likewise established so that diagnosis of vitamin deficiency could be made in the clinical laboratory. Physicians can now think and work in terms of *micrograms* of vitamins with chemical names. At least this is true for several of the vitamins. The chemical designations of these substances provide a distinct advantage, for the use of alphabetical designations--A, B, C, and so on--created much confusion.

With these tools at hand, physicians have in recent years begun to display the long awaited interest in scientific nutrition. After all—as Director Wilson has remarked--in a dynamic society we cannot demand complete scientific knowledge before acting. "Greater mistakes will be made by waiting for the golden age than by acting on knowledge at hand and changing our course as newly acquired knowledge may suggest."

Another reason for the growing acceptance of nutritional science by physicians is the increasing knowledge of the actual requirement, *per person*, of each of the several nutrients contained in food. We know today, beyond all doubt, that the average American diet does not provide what men and women ought to have, nor what the children of today need to become vigorous citizens of tomorrow.

In consequence, physicians now are even more concerned than are some of the scientists with the problems of health which malnutrition has created. Specialists in disease of children were first to crystallize their interest, but of late, discussion of some aspect of human nutrition finds a place on the program of nearly every medical gathering in the nation.

The American Medical Association organized a Committee on Foods some fifteen years ago. This body, composed of a group of leading nutritional scientists and a number of physicians, undertook to inform the medical profession and the public concerning the reliability of nutritional claims made in connection with advertising and labelling of foods. This earlier Committee more recently has been renamed the Council on Foods and Nutrition. As such, it is concentrating attention on the nutritive qualities of foods in general use and on the effects of various methods of processing, distribution, and preparation on those qualities.

When the President called the National Nutrition Conference for Defense, the Council on Foods and Nutrition and the Board of Trustees of the American Medical Association pledged to it their full support. They recognize the need for awakening public interest in the many problems here to be considered. They appreciate, however, that many *kinds* of experience are required to solve effectively the diverse problems facing us. Physicians in every community will cooperate in what needs doing, but with them must be ranged many other groups with other special training.

Guidance is demanded from experts in nutrition. To provide this guidance, the Committee on Food and Nutrition of the National Research Council has been organized.

Food habits offer difficulties which only experience in psychology and education will overcome. Assistance here can be looked for from the Committee on Food Habits, now organized by the National Research Council.

Economics is importantly involved in any consideration for the improvement of national nutrition. Here the advice of the social economist is essential.

Very many families are unable to secure enough "protective foods." Milk, meat, eggs, fresh vegetables and fruits are relatively expensive. Whole wheat bread and other whole grain cereals are perishable--a factor which adds to the cost of their distribution. The farmer in most cases can keep a cow and have a garden and an orchard; but on some poor lands, this is impossible. The city dweller, however, is always dependent on the market for the variety of foods available to him and for the amounts which his dollar will purchase.

Families with incomes below a certain level must have assistance in tangible form if they are to secure the foods which provide an adequate diet. Assistance may take the form of a money dole, or it may involve the direct distribution of food. Experience has shown that money payments, as a rule, are ineffective. Distribution may be accomplished by means of tokens or stamps, good only for the purchase of food and not interchangeable. The food stamp plan of the Surplus Marketing Administration has succeeded amazingly. I was told by a physician in New York that the clinical complexion of the clientele in a large dispensary changed dramatically after the food stamp plan was introduced in that community. Before its adoption, almost every patient was overweight or underweight. (And I may say that overweight is as common a symptom of malnutrition as is underweight.) Many of the patients also presented other signs of malnutrition. After the adoption of the stamp plan, the appearance of more than half the patients decidedly improved. Indeed, one of the women patients declared, "Doctor, I'm beginning to live again!"

Another way of supplementing the diets of low-income families is to distribute food in kind. This can be done by some arrangement for communal feeding. The school lunch program, so long in operation in this country, has proved its value. Sir John Orr, Director of the Rowell Research Institute in Aberdeen and Director of the Imperial Bureau of Animal Nutrition, recently wrote from England that when the school-day diets of malnourished children were supplemented with milk and other protective foods, their ability to learn markedly improved. In a private school in Connecticut, where malnutrition had not been conspicuous before, the average grades rose 10 per cent when special attention was given to the nutritional adequacy of the food served.

Similar methods of improving the nutrition of industrial workers have produced encouraging results in Britain, according to Orr. The introduction of supplementary meals in factories has been followed by an increase in production and a marked reduction of accidents.

A method of attack of special value is to improve the nutritional qualities of certain staples, which, because they are inexpensive, form an unduly large proportion of the diets of families with small incomes. It is almost impossible, even for experts, to plan nutritionally good diets costing less than twenty cents a day when the sugar, flour, rice, and edible fats have had most of the minerals and vitamins removed by methods of refining. In some foods, all of these valuable elements have been lost.

It is here that the several food industries must mobilize. The expedient already adopted for flour and bread has been to fortify these staples by the addition of iron and certain of the purified vitamins. It does not represent the ideal solution of the flour-bread problem, but neither in my opinion does any other course available today. Brown bread has never been acceptable to more than a very small number of the population and for many persons the irritative action on the bowel of the bran contained in undermilled flours is undesirable. The miller, in time, will be able to present us with a white flour, so made that it retains most of the vitamins and mineral values of wheat. But, until he learns how to make such a flour--and that will take time--addition to plain white flour of those vitamins which the National Research Council's Committee on Food and Nutrition has prescribed for flour and breads labelled "enriched" will do much to facilitate the planning of good diets.

Many uninformed persons have blamed the food industrialist for our diet problems. The criticisms in large part have been unintelligent and grossly unfair. Modern methods of processing were developed before there was knowledge of vitamins and they have contributed importantly to improving the sanitary quality of foods. They also have provided products with better cooking qualities. In some processing methods, the vitamins are better preserved; in others, they are lost together with other nutritive essentials. Before altering accepted procedure, the food processor, like the physician, demanded proof that human diets needed changing. Only recently has the evidence convinced him.

Nutritionists have been aware of a shortage in diets of vitamin A, calcium and iron. The natural food sources for these are the green, leafy vegetables, milk and butter. Many people obtain too few of these. Unable to purchase butter, they use in place of butter, either vegetable or animal fats which carry no vitamin A and may be lacking in other nutritional values. Something must be done to improve the nutritive qualities of the vegetable and animal fats, as now distributed. A problem the food industry must face is the need for larger distribution of milk than now obtains. The nutritional inadequacies of sugar create difficulties. Many diets are inadequate in protein. A wider distribution of lean meats and of leguminous proteins such as are contained in the peanut or the soybean would be advantageous.

It would not be appropriate here to elaborate further on individual aspects of the problem. I have mentioned some of them only to illustrate that much lies beyond the physician's sphere of activity. Success in the nutritional campaign demands leadership from many groups. The responsibility indeed is shared by all of us. Viewed selfishly, it is as much to my interest as to my neighbor's that he and his children be well nourished--if only for the reason that today all of us need, as never before, the assurance that comes from united strength and wellbeing.

Fortunately, an army of women, trained in schools of home economics, is already in the field. They have been there for several years, holding the front, so to speak, with almost no support and very little appreciation from the rest of us. The job of feeding the family is not woman's work alone, as men so often have supposed. Responsibility for the health of the family is as much that of the husband as the wife. The county agent, the Farm Security agent and others in the Agricultural Service have left too much to the home demonstration people. Encouragement of home gardening and a family supply of milk and poultry is much more the responsibility of the men in these services than has been recognized.

One division of the nutrition army already in the field is composed of dietitians. They are invaluable assistants to physicians. We frequently are unable to devote the necessary time to teaching patients how to put in practice what we prescribe. Dietitians receive excellent training. Their numbers need augmenting to permit their wider employment in maternal and child health centers, in community feeding projects, in dispensaries and as teachers of nutrition in many other situations.

The dental profession has been creditably active in nutrition, sometimes with greater zeal than wisdom. More emphasis on the fundamentals of nutritional physiology is desirable in schools of dentistry, as it is in schools of medicine. Nurses likewise ought to receive more training than they do in the principles of sound dietetics and nutrition.

The machinery for government regulation of foods was devised to prevent the sale of spoiled, adulterated or misbranded foods. With notable exceptions in certain bureaus of the Department of Agriculture, little attention has been given to the nutritive qualities of human foods. The interest in general has been more in protecting pocketbooks than health. Also unhappily some food legislation has discriminated in favor of special interest groups with large political influence to the detriment of the public at large. Here also criticism must be tempered with appreciation of the fact that proof of damage done has only lately been presented. Our legislators and public administrators are now hearing about nutrition for the first time, and from now on a change in emphasis may be anticipated--more attention to nutritional needs by administrators and by legislators; greater resistance to political pressures that affect unfavorably the nutritional needs of the people.

Last to be named, but foremost in importance, in this army which now is mobilizing on the nutrition front, are the people in research--the pioneers with the courage and what else it takes to scout in advance of the main forces, to locate the enemy and establish outposts. Nutrition is a newcomer in the ranks of science and much remains to be learned about it. Other vitamin activities are yet to be discovered; a number of vitamins await isolation. More knowledge must be had about the chemical mechanisms involved in these activities, about the dependence of one vitamin on another, and about relationships between vitamins and the various salts. A new world awaits exploration.

We are mobilizing now for a military emergency, mobilizing on many fronts. The outcome, if war is prolonged, will be determined in large measure by what we do with our foods.

In summary, I again express my confidence that the physician, aware of the seriousness of the problems presented by nutrition, will cooperate in the campaign for better nutrition with the same zeal he has exhibited in other public health activity. In the application of nutritional knowledge to the treatment of disease, his leadership must be sought and recognized. The overall problem of national nutrition is beyond the physician's immediate sphere of action, but its solution will be the more speedily attained if his sympathetic support becomes an integral part of the program.

The campaign for better nutrition is complicated by cultural, social and economic problems. The principal battles of the army of nutrition will be fought in fields of education, economics and industry. Guidance can be provided by research, but the success of the campaign will depend on the effort of each of the several groups with special training that now are gathering for action.

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OFFICE OF THE COORDINATOR OF HEALTH,
WELFARE, AND RELATED DEFENSE ACTIVITIES

Not for release before
8:45 P.M. May 26, 1941

PM 455

Address by Henry C. Sherman, professor of Nutrition,
Columbia University, at the National Nutrition Conference,
May 26, 1941

ADEQUATE NUTRITION AND HUMAN WELFARE

We are told that in all Nature, it is the Grand Canyon of the Colorado which most strongly challenges an artist. We are also told of the matter-of-fact man who, looking at it, said: "Evidently something has happened here."

For each of the three days of this Conference, speakers skilled and experienced in word painting have been appointed to portray the potentialities of nutrition for the improvement of human life, and the vital importance of bringing its *power for efficiency* into play promptly to preserve our civilization.

It was thought, also, that there should be presented the perhaps more pedestrian point of view of the everyday worker in nutrition whose pictures are as uncolored as a carpenter's drawing or a road map, and who indulges in nothing nearer to prophesy than merely to state the *strongest scientific probability* in the *assessment of the evidence already in hand*.

Speaking as well as I can for these everyday workers whose feet are daily on the ground of the science of nutrition, I would say with that matter-of-factness just mentioned: Something *has* happened here.

Two things, in fact, and each still growing:

First, there has been not only a phenomenally rich and rapid sequence of important discoveries of facts, but also a truly epoch-making advance in the fundamental concept of the potentialities of nutrition. This is an advance of more far-reaching significance than even science could foresee, and some of it is still in process of digestion and assimilation by the scientific workers themselves.

Second, there has already come the practical translation of this science into statesmanship.

The present talk will deal with the scientific side, and *objectively*.

In replying to an invitation to deal with *meaning*, I shall attempt *only* to summarize the meaning of some *foundational* facts, leaving it to others to paint the picture of the beauty and utility and importance to civilization of the superstructure of statesmanship and National welfare which our present scientific foundation is prepared to support.

Obviously there is not time here to cite the evidence which supports each statement.

I have been asked to discuss "what nutrition means and could mean to the welfare of the Nation."

It *means* the freeing of perhaps one-third of our people from ills directly or indirectly due to food conditions.

It *could mean*, also, the building of *higher* health and efficiency in people who are already well and efficient.

The first of these aspects is clearly an urgent essential of National defense, and an obvious duty to our fellow-citizens. The second aspect *can* mean an advance of even more far-reaching significance.

Let us consider the more obvious first.

The estimate that something like one-third of our people are ill-nourished had its first scientific basis in studies of food consumption. Especially did the comprehensive data of Stiebeling and coworkers, with their interpretations in the light of the most exact knowledge of nutritional requirements, indicate an unexpectedly high incidence of deficiency of one kind or another. That the magnitude of this National ill had not been appreciated before is explained by two facts. First, for reasons largely economic, food conditions had grown worse than most of us knew. Secondly, no one *could* know, until now, the complexity of nutritional needs, or the great responsibility of nutrition to health, which the most recent research has revealed and is still revealing.

Medicine has recently and rapidly developed a keen nutrition consciousness. It is finding in nutrition the solutions of many of its most baffling problems. It is calling upon chemistry for ever more detailed and delicate methods of diagnosis. Partly because such methods are still in course of development, and partly because the list of diseases in which nutrition is found to be an influential factor is constantly growing, it is too early yet for anyone to know precisely what percentage of our people show, in their bodily condition, impairments due to nutritional faults in their food. But the estimate of about one third is finding a good deal of medical support.

In a general way at least, it is supported by the numbers and causes of rejections in the draft, especially in the light of the actual demonstration in Great Britain of what right feeding can do for men thus rejected, and of King's recent analysis of the evidence on the relation of nutrition to the condition of the teeth.

It is supported also by the findings of medical surveys of nutritional conditions in American families and school children, rural and urban, North and South.

From medical data of such kinds, together with the growing volume of clinical experience and the steady progress of laboratory research, it becomes increasingly evident that the frequency of nutritional shortages in family food supplies is reflected in a correspondingly high incidence of bodily conditions of nutritional deficiency among our people.

With this knowledge, what is to be done?

Lord Astor put the answer in the simplest possible terms when he said: "It isn't only that the people must have enough food; they must have enough of the *right kinds* of food." And for the kinds which are most to be emphasized McCollum has given us the useful term *protective* foods.

How to bring enough of the protective foods into the dietaries of all the people is both an economic and an educational problem.

It is important that both these parts of the problem be clearly and frankly recognized.

It is also important to emphasize that while both economic and education efforts are needed, we are never justified in delaying one while waiting for the other.

There is ample objective evidence that food habits can be improved by education in nutrition and food values, even with the purchasing power of the people as low as it now is.

And it has also been clearly shown that even without further education the great majority of low-income families do provide themselves with nutritionally better dietaries as soon as their purchasing power is increased.

Each of us who can do anything for nutrition education should do it at once and continually, and with confidence in its value, however keenly we may feel that there should also be some way found, some means provided, to improve the purchasing power of the low-income families of our Nation.

Similarly each one who can do anything for direct economic betterment may do it with full expectation that it will make for improved nutrition and health, however true it may be that more or better nutrition education is also needed.

And all of us may constantly plead for still fuller recognition of nutrition in all publicly supported and officially administered economic projects dealing with food, such as crop production programs and food stamp plans. A great deal of good has already been done in these ways. More can and should be.

Nutrition is too important to National welfare for us to allow the good to be enemy of the best in any phase of food economics.

Granted that the best is an ideal objective which we are not prepared to define in exact quantitative terms, yet *we do know the direction* in which the objective lies.

And the same direction of improvement of typical American dietaries and of our total food supply acts both *correctively* to cure the ill-nourished and *constructively* to build higher health and efficiency in the people who are already well.

Starting with ordinary or typical American dietaries of all economic levels, the chief direction for nutritional improvement is to increase the proportion of calories taken in the form of the protective foods—fruits, vegetables, and milk in its various forms.

In most low-income dietaries the place occupied by these foods is far below what anyone acquainted with the newer knowledge of nutrition can consider adequate.

And recent research fully establishes the further fact that improvement in this direction need not stop at adequacy. As McCollum has so ably taught, there may be and often are very important differences between the merely adequate and the optimal in nutrition. The evidences of human experience and of laboratory experimentation consistently indicate that the larger the proportion of our needed food calories which we take in the form of the protective foods just mentioned, the better the results will be.

Better growth and development, higher attainment in stamina and working efficiency, and a longer lease of healthier and more useful life, may all be realized in the same individuals through the fuller use of the newest knowledge of nutrition.

Obviously there has not yet been time to study entire human life-cycles directly. But the nutritional improvement of health has been studied both in children and grown people; and large numbers of controlled experiments covering entire lives (and even of successive generations) have been made with laboratory animals.

Naturally we select, to serve as our deputy in such cases, a species whose nutrition is essentially like our own in respect to the factors and processes under investigation. The rat has been largely used in full-life experiments. The only known important difference between human and rat nutrition is that *we* are much more responsive to the ascorbic and nicotinic acid values of the food, than is the rat. Thus there is definite evidence (amply convincing if one has time to study it thoroughly) that the nutritional improvements shown in experiments with rats are *well within* the scientific probabilities of the benefits which nutrition can bring to human beings.

The finding which has, perhaps, attracted most attention because it was least expected, is the well marked and statistically established increase in the average length of normal adult life—the *life-expectation* of the normal adult.

Previous services of science to health had not advanced this expectation. A nutritional improvement which consisted simply in changing the quantitative proportions of the natural foods used, increased the life-cycle by ten per cent.

As already explained, this is considerably *within* what the same nutritional knowledge may be expected to do for human lives. A simple approximation of a sound scientific probability would be to say that the present-day science of nutrition offers an extra decade to the human life lived under its guidance.

And the extra years, whatever their number may be, are not added to old age. They are best conceived as inserted at the apex of the prime of life. In fact the real reason the life is longer is because it has been lived on a higher plane throughout; somewhat as the cannon of superior range and power throws its projectile both higher and farther.

Is the promise of increased efficiency through nutrition as valid for mental as for muscular work? *Yes,* (I think), *and for two reasons.*

First, no matter how *brainy* a man's work may be, his ability to *do* it *effectively* depends upon the stamina of his organism.

Secondly, nutrition affects the level of health and stamina largely by its influence upon the body's internal environment. Here the blood is the great mediator; and the *same* blood circulates through *all* the organs of the body, carrying the fluctuations which dietary differences induce, for better or worse, to the brain, and the nerves, and the muscles, and the liver alike.

There is much reason to believe, and no reason to doubt, that the same changes which so clearly improve the biological value of the ordinary American dietary will make for increased psychological efficiency as well.

Undoubtedly the new concept of a more flexible internal environment than science has hitherto visualized, with our new techniques for elucidating human experience by means of laboratory experimentation, will from now on make much more objectively convincing the relationships of general stamina to mental efficiency.

Of course there is a difference between brain and brawn; between spiritual energies and mere brute force. Yet in *everything* in which the human spirit must use the brain as its tool, the *expression* of the spiritual forces and of the mentality is *necessarily conditioned* by the internal environment of the body of which that brain is a part. *That* internal environment which we now know to be influenced by even everyday differences of food habit is in all probability fully as important to mental work and sound decisions as it is to muscular work and physical contest.

Well-established physico-chemical principles together with the new evidence obtained from laboratory feeding experiments extending throughout entire lives of successive generations makes us scientifically certain of the reality of the influence of dietary differences upon the body's internal environment, even though in some cases present diagnostic methods may not yet be able to detect through direct analytical chemistry the difference which nutritional chemistry demonstrates clearly in the longer run.

Thus recent and current developments in the concepts and methods of research are enabling nutrition to make more helpful contact with psychology in the study of mental efficiency; as also with genetics in the study of constitutional stamina.

Dr. McLester's declaration, first made in his presidential address to the American Medical Association, that science now offers man through nutrition a new degree of mastery of his fate, has been so widely quoted as not to need repeating.

Sir Frederick Hopkins, using the power of *under*-statement, says that "Nurture can assist Nature" to a greater extent than science has hitherto thought.

We may add that so far as we know or can judge, the same superior food supply can *add* the benefit derivable through nutrition to *whatever* constitutional endowment Nature may have given any one of us.

Nutrition can never be a cure-all.

Handicaps may be inherited (or even acquired through bad habits) which are beyond being completely remedied by nutrition alone.

So even the best of nutrition could not be expected to make all people *equally* vigorous and efficient.

But starting with each *as is*, what proportion of already healthy people could by nutritional means be *improved* in stamina and *efficiency?* Probably such a large majority that only an extraordinary egotist would believe himself an exception after openminded study of the evidence.

OFFICE OF THE COORDINATOR OF HEALTH, WELFARE AND RELATED DEFENSE ACTIVITIES

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PM 435

MOBILIZING FOR BETTER NUTRITION[*]

by

Russell M. Wilder, M. D.[**]

Evidence to be presented to this Conference should convince everyone that the nation is faced with a serious problem of malnutrition; that despite a so-called surplus of foods a great many of our people are not receiving the fare they need for strength of mind and body.

The gravity of this situation, however, is not an occasion for crepe-hanging and bemoaning our plight. The hopeful and challenging fact is that we now have the scientific knowledge, the means, and the national *will* to do something about it.

The national nutrition problem is exceedingly complex, however. Its solution depends upon the mobilization of all those sources of knowledge, activity, and good will which can be utilized for the improvement of nutrition for all the people. The various fields of national endeavor represented at this Conference give evidence of the total effort we shall have to expend in mobilizing for better nutrition.

Significant studies made by the Federal Government as long ago as 1936 bear witness that this mobilization comes none too soon. These surveys revealed that in 1936 more than one-third of all families were buying food which could not provide a diet rating better than "poor"--by conservative standards. Not more than one family in four secured food which would provide a diet rated as "good.'

The conclusions drawn from these surveys have not been found acceptable to everyone. There are some persons who do not feel that they apply today. They maintain that times have improved since 1936--average incomes and purchasing powers are higher. Many physicians have been critical of the results set forth on the ground that none of the individuals included in the statistical totals was subjected to personal examination. However, in later studies carried out in villages of North Carolina and Tennessee, in Toronto, and in several other widely separated cities, physicians have made careful examinations of the people, and similar conclusions were reached.

In considering the total problem of nutrition, there has been criticism *of* the physician as well as *by* the physician. The scientists who, for 20 years or more, have studied nutrition in animals have indulged quite frequently in caustic comment on the failure of the medical profession to come to grips with malnutrition.

Practicing physicians, by and large, *have* been slow to act on the developments in the nutrition field. I wish to take this occasion to explain this conservatism.

The past forty years and more have been a period of dramatic achievement in many fields of medical science and of marked success in the control of diseases caused by bacteria and related organisms. The accomplishment of the average physician, in the complexity of human pathology, is highly creditable. Few persons not trained in biology are even dimly conscious of the difficulties involved in the accurate diagnosis of disease.

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[*] Read at the National Nutrition Conference for Defense, May 26-28, 1941, Washington, D. C.

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Nor has the physician failed, except in nutrition, to recognize the predominant significance of preventive medicine. He has given freely of his time to the campaigns which have been waged with marked success against tuberculosis, syphilis, and maternal ill health. His efforts usually have been made on a purely voluntary basis. Most of the legislation to which we owe that magnificent organization, headed now by Doctor Parran, the U. S. Public Health Service, has come about as a result of insistence by physicians. This is equally true of the fine collateral departments of public health in our several States.

The medical profession has not been tardy, either--as workers in nutrition have sometimes thought--in granting early recognition to the *new* in science. Salvarsan was introduced in 1910, and by 1912 was in general use for the treatment of syphilis; insulin was discovered in 1921 and by 1923 was employed the world over. The value of the sulfapyridine was recognized in 1938, and patients with pneumonia received its benefit almost immediately.

Fundamental knowledge in the science of nutrition is of very recent origin--in fact, it is still being sought on a dozen research fronts. Many physicians received their academic education before scientific nutrition had accumulated the body of fact which today seems so important. Moreover, the earlier investigations were made in scientific fields whose relation with medicine was not so clearly recognized as it is today. These important contributions were published in journals which the average physician did not read, and became embalmed--so to speak--in the scientific literature.

As in the initial years of any new science, the early findings were indeed vague and negative. According to a popular definition, "A vitamin is something that makes you sick if you don't get it." It could scarcely be expected that men trained in a school of tangible causes and effects should be greatly concerned with infirmities for which only a negative causation could be suggested, nor could they find much substance in so vacuous a conception.

The average office practice of most physicians and even the wards of hospitals have not revealed much disability clearly related to diet. Most persons who are malnourished are scarcely sick enough to call physicians. If they do, it is for symptoms which the doctor in the past has thought were due to mental or nervous disorders. Doctors long have recognized *severe* deficiency diseases. Pellagra, when it came full-blown with red, scaly skin on hands and neck, a red, sore tongue and diarrhea, was unmistakable. But, in most places, the number of cases of pellagra has been very small. We encountered dropsy in patients with tender nerves and other symptoms simulating the disease which, in the Orient, is known as beri-beri, but such clinical pictures were very rare. Frank scurvy, with its bleeding, swollen gums and skin spotted by blood which oozed into the tissue beneath the skin, likewise has been uncommon. Rickets in children was once terribly apparent, but of late years the general dosing of infants with cod liver oil has decreased the conspicuous features of rickets.

When it came to the recognition of the more subtle forms of malnutrition and their relationship with the vitamins, the physicians were wary. This is entirely understandable, for it must be remembered that diet, for centuries, has been a fertile field for quackery. Food fads have come and gone by the score. Physicians are perhaps more conscious of the evils of charlatanism than others without the same training.

Furthermore, the early evidence on vitamins was limited for a long time to what was learned from animal experimentation. Physicians must be careful about accepting for man conclusions based on work with lower forms of life. I beg that what I am recording will not be interpreted as lack of appreciation of work in animal nutrition. Without the basic information thus obtained, the chemists could never have proceeded. My intent is, rather, to point out that the concept of vitamin activity seemed to the physician academic, rather than practical. The earlier suggestions in nutrition that this or that vegetable or fruit was an excellent, a fair, or a poor source of this or that ill-defined activity were unconvincing to a profession becoming accustomed to methods of precision both in diagnosis and treatment.

Thus, physicians demanded other evidence that the newer knowledge of vitamins applied to man. That evidence was forthcoming in the contributions of brilliant chemists who isolated or made available by chemical means, the vitamins in forms which could be tasted, smelled, weighed, and measured for effect.

Additional evidence came from nutritional physiologists, chemists, and clinical investigators. Methods were determined for measuring with precision the amounts of each of the several vitamins contained in foods. Methods of determining the amount of vitamins in blood and urine were likewise established so that diagnosis of vitamin deficiency could be made in the clinical laboratory. Physicians can now think and work in terms of *micrograms* of vitamins with chemical names. At least this is true for several of the vitamins. The chemical designations of these substances provide a distinct advantage, for the use of alphabetical designations--A, B, C, and so on--created much confusion.

With these tools at hand, physicians have in recent years begun to display the long awaited interest in scientific nutrition. After all--as Director Wilson has remarked--in a dynamic society we cannot demand complete scientific knowledge before acting. "Greater mistakes will be made by waiting for the golden age than by acting on knowledge at hand and changing our course as newly acquired knowledge may suggest."

Another reason for the growing acceptance of nutritional science by physicians is the increasing knowledge of the actual requirement, *per person*, of each of the several nutrients contained in food. We know today, beyond all doubt, that the average American diet does not provide what men and women ought to have, nor what the children of today need to become vigorous citizens of tomorrow.

In consequence, physicians now are even more concerned than are some of the scientists with the problems of health which malnutrition has created. Specialists in disease of children were first to crystallize their interest, but of late, discussion of some aspect of human nutrition finds a place on the program of nearly every medical gathering in the nation.

The American Medical Association organized a Committee on Foods some fifteen years ago. This body, composed of a group of leading nutritional scientists and a number of physicians, undertook to inform the medical profession and the public concerning the reliability of nutritional claims made in connection with advertising and labelling of foods. This earlier Committee more recently has been renamed the Council on Foods and Nutrition. As such, it is concentrating attention on the nutritive qualities of foods in general use and on the effects of various methods of processing, distribution, and preparation on those qualities.

When the President called the National Nutrition Conference for Defense, the Council on Foods and Nutrition and the Board of Trustees of the American Medical Association pledged to it their full support. They recognize the need for awakening public interest in the many problems here to be considered. They appreciate, however, that many *kinds* of experience are required to solve effectively the diverse problems facing us. Physicians in every community will cooperate in what needs doing, but with them must be ranged many other groups with other special training.

Guidance is demanded from experts in nutrition. To provide this guidance, the Committee on Food and Nutrition of the National Research Council has been organized.

Food habits offer difficulties which only experience in psychology and education will overcome. Assistance here can be looked for from the Committee on Food Habits, now organized by the National Research Council.

Economics is importantly involved in any consideration for the improvement of national nutrition. Here the advice of the social economist is essential.

Very many families are unable to secure enough "protective foods." Milk, meat, eggs, fresh vegetables and fruits are relatively expensive. Whole wheat bread and other whole grain cereals are perishable--a factor which adds to the cost of their distribution. The farmer in most cases can keep a cow and have a garden and an orchard; but on some poor lands, this is impossible. The city dweller, however, is always dependent on the market for the variety of foods available to him and for the amounts which his dollar will purchase.

Families with incomes below a certain level must have assistance in tangible form if they are to secure the foods which provide an adequate diet. Assistance may take the form of a money dole, or it may involve the direct distribution of food. Experience has shown that money payments, as a rule, are ineffective. Distribution may be accomplished by means of tokens or stamps, good only for the purchase of food and not interchangeable. The food stamp plan of the Surplus Marketing Administration has succeeded amazingly. I was told by a physician in New York that the clinical complexion of the clientele in a large dispensary changed dramatically after the food stamp plan was introduced in that community. Before its adoption, almost every patient was overweight or underweight. (And I may say that overweight is as common a symptom of malnutrition as is underweight.) Many of the patients also presented other signs of malnutrition. After the adoption of the stamp plan, the appearance of more than half the patients decidedly improved. Indeed, one of the women patients declared, "Doctor, I'm beginning to live again!"

Another way of supplementing the diets of low-income families is to distribute food in kind. This can be done by some arrangement for communal feeding. The school lunch program, so long in operation in this country, has proved its value. Sir John Orr, Director of the Rowell Research Institute in Aberdeen and Director of the Imperial Bureau of Animal Nutrition, recently wrote from England that when the school-day diets of malnourished children were supplemented with milk and other protective foods, their ability to learn markedly improved. In a private school in Connecticut, where malnutrition had not been conspicuous before, the average grades rose 10 per cent when special attention was given to the nutritional adequacy of the food served.

Similar methods of improving the nutrition of industrial workers have produced encouraging results in Britain, according to Orr. The introduction of supplementary meals in factories has been followed by an increase in production and a marked reduction of accidents.

A method of attack of special value is to improve the nutritional qualities of certain staples, which, because they are inexpensive, form an unduly large proportion of the diets of families with small incomes. It is almost impossible, even for experts, to plan nutritionally good diets costing less than twenty cents a day when the sugar, flour, rice, and edible fats have had most of the minerals and vitamins removed by methods of refining. In some foods, all of these valuable elements have been lost.

It is here that the several food industries must mobilize. The expedient already adopted for flour and bread has been to fortify these staples by the addition of iron and certain of the purified vitamins. It does not represent the ideal solution of the flour-bread problem, but neither in my opinion does any other course available today. Brown bread has never been acceptable to more than a very small number of the population and for many persons the irritative action on the bowel of the bran contained in undermilled flours is undesirable. The miller, in time, will be able to present us with a white flour, so made that it retains most of the vitamins and mineral values of wheat. But, until he learns how to make such a flour--and that will take time--addition to plain white flour of those vitamins which the National Research Council's Committee on Food and Nutrition has prescribed for flour and breads labelled "enriched" will do much to facilitate the planning of good diets.

Many uninformed persons have blamed the food industrialist for our diet problems. The criticisms in large part have been unintelligent and grossly unfair. Modern methods of processing were developed before there was knowledge of vitamins and they have contributed importantly to improving the sanitary quality of foods. They also have provided products with better cooking qualities. In some processing methods, the vitamins are better preserved; in others, they are lost together with other nutritive essentials. Before altering accepted procedure, the food processor, like the physician, demanded proof that human diets needed changing. Only recently has the evidence convinced him.

Nutritionists have been aware of a shortage in diets of vitamin A, calcium and iron. The natural food sources for these are the green, leafy vegetables, milk and butter. Many people obtain too few of these. Unable to purchase butter, they use in place of butter, either vegetable or animal fats which carry no vitamin A and may be lacking in other nutritional values. Something must be done to improve the nutritive qualities of the vegetable and animal fats, as now distributed. A problem the food industry must face is the need for larger distribution of milk than now obtains. The nutritional inadequacies of sugar create difficulties. Many diets are inadequate in protein. A wider distribution of lean meats and of leguminous proteins such as are contained in the peanut or the soybean would be advantageous.

It would not be appropriate here to elaborate further on individual aspects of the problem. I have mentioned some of them only to illustrate that much lies beyond the physician's sphere of activity. Success in the nutritional campaign demands leadership from many groups. The responsibility indeed is shared by all of us. Viewed selfishly, it is as much to my interest as to my neighbor's that he and his children be well nourished--if only for the reason that today all of us need, as never before, the assurance that comes from united strength and wellbeing.

Fortunately, an army of women, trained in schools of home economics, is already in the field. They have been there for several years, holding the front, so to speak, with almost no support and very little appreciation from the rest of us. The job of feeding the family is not woman's work alone, as men so often have supposed. Responsibility for the health of the family is as much that of the husband as the wife. The county agent, the Farm Security agent and others in the Agricultural Service have left too much to the home demonstration people. Encouragement of home gardening and a family supply of milk and poultry is much more the responsibility of the men in these services than has been recognized.

One division of the nutrition army already in the field is composed of dietitians. They are invaluable assistants to physicians. We frequently are unable to devote the necessary time to teaching patients how to put in practice what we prescribe. Dietitians receive excellent training. Their numbers need augmenting to permit their wider employment in maternal and child health centers, in community feeding projects, in dispensaries and as teachers of nutrition in many other situations.

The dental profession has been creditably active in nutrition, sometimes with greater zeal than wisdom. More emphasis on the fundamentals of nutritional physiology is desirable in schools of dentistry, as it is in schools of medicine. Nurses likewise ought to receive more training than they do in the principles of sound dietetics and nutrition.

The machinery for government regulation of foods was devised to prevent the sale of spoiled, adulterated or misbranded foods. With notable exceptions in certain bureaus of the Department of Agriculture, little attention has been given to the nutritive qualities of human foods. The interest in general has been more in protecting pocketbooks than health. Also unhappily some food legislation has discriminated in favor of special interest groups with large political influence to the detriment of the public at large. Here also criticism must be tempered with appreciation of the fact that proof of damage done has only lately been presented. Our legislators and public administrators are now hearing about nutrition for the first time, and from now on a change in emphasis may be anticipated--more attention to nutritional needs by administrators and by legislators; greater resistance to political pressures that affect unfavorably the nutritional needs of the people.

Last to be named, but foremost in importance, in this army which now is mobilizing on the nutrition front, are the people in research--the pioneers with the courage and what else it takes to scout in advance of the main forces, to locate the enemy and establish outposts. Nutrition is a newcomer in the ranks of science and much remains to be learned about it. Other vitamin activities are yet to be discovered; a number of vitamins await isolation. More knowledge must be had about the chemical mechanisms involved in these activities, about the dependence of one vitamin on another, and about relationships between vitamins and the various salts. A new world awaits exploration.

We are mobilizing now for a military emergency, mobilizing on many fronts. The outcome, if war is prolonged, will be determined in large measure by what we do with our foods.

In summary, I again express my confidence that the physician, aware of the seriousness of the problems presented by nutrition, will cooperate in the campaign for better nutrition with the same zeal he has exhibited in other public health activity. In the application of nutritional knowledge to the treatment of disease, his leadership must be sought and recognized. The overall problem of national nutrition is beyond the physician's immediate sphere of action, but its solution will be the more speedily attained if his sympathetic support becomes an integral part of the program.

The campaign for better nutrition is complicated by cultural, social and economic problems. The principal battles of the army of nutrition will be fought in fields of education, economics and industry. Guidance can be provided by research, but the success of the campaign will depend on the effort of each of the several groups with special training that now are gathering for action.

PLANS FOR THE CONFERENCE

Address by M. L. Wilson, Director of Extension Work and Chairman,
Nutrition Advisory Committee to the Coordinator of Health, Welfare,
and Related Defense Activities, before the National Nutrition
Conference for Defense, May 26, 1941, 11:30 A.M.

In speaking for the Committee on Arrangements, I desire to emphasize by restatement two important points made in Governor McNutt's address:

First, the President of the United States calls but few national conferences, and, second, the national conferences that have been called in the past have laid the foundation stones for activities of the greatest importance to the welfare of the nation.

The Conference on Conservation, called by Theodore Roosevelt, laid the foundation for a nationwide consciousness of the waste of our national resources—and what to do about it.

Likewise, the White House Children's Conferences have awakened the nation to the great importance of children in our democracy. They have greatly stimulated the thinking and actions of what we of an older generation can do to prepare the growing generation for the heavy responsibilities that will soon be theirs.

This conference has an equally heavy responsibility, the responsibility of arousing the nation to the importance of the nutrition problem both in a period of defense and in the long vista of the future.

This responsibility rests even more keenly upon us when we realize that we are representing thousands of qualified, public-spirited and zealous men and women who could not be invited to this Conference simply because no auditorium in Washington could have held such a gathering.

The decision which our executive group was forced to make—to designate this a delegate-planning conference limited to persons chosen as equitably as possible for geographic, professional and group representation--was most difficult to make.

We knew that there were hundreds of scientists, physicians, educators, welfare workers, representatives of producers, industry distribution and consumer groups plus the thousands of lay persons who are contributing so much to this broad program of nutrition, who were eminently qualified to come to this conference here in Washington.

We hope they understand the physical impossibility of inviting all of them as delegates. You and I pledge ourselves to represent them here to the very best of our abilities.

Our executive group in planning this conference was also faced with a difficult problem in the assignment of delegates to the various sections. We are limited by time as well as space and the over-all problem of nutrition is so vast that the number of sections into which it could properly be divided for study is many times the number we have established.

This afternoon and Tuesday afternoon are to be given over to nine sectional meetings. Most of the delegates have been assigned to these sections for committee work on these two afternoons.

The Conference planning committee has endeavored to organize these sections so as to give a composite rather than a narrow representation in each. In other words, we have endeavored to have represented in each section most of the various interests which are involved in this conference. The sections are expected to bring forth their reports at the end of the

Tuesday afternoon session. It is hoped that these reports will be concise and deal pretty largely with policies; "what should be done," rather than the details of "how to do it." In each case the recommendations should be the result of discussion and general agreement on the part of the section. The general recommendation of the Conference will be based on these section reports.

The Wednesday morning program will be devoted wholly to three matters. First, such discussion as the limits of time permit of the reports and findings of the nine sections; second, short statements pertaining to the problem and what is to be done about it, to be made from the floor; and third, the recommendations to the President.

We think it wise to have a rule that the Wednesday session will be confined to the recommendations which were made by the sections and that in order for a proposal to get before the Conference as a whole, it must have originated in and received the approval of a particular section. Otherwise, we feel that the Wednesday session might easily become involved in the many detailed ramifications of matters pertaining to human nutrition.

The reports of each section will be given to the public as an integral part of the conference and will not be brought before the entire conference for its approval. The entire conference will express itself in the statement of what should be done, which will be presented to the President.

Conferences of this kind necessarily make their recommendations to the President in the form of broad policies, policies that point out what should be done.

It is also the duty of this Conference, once policies are agreed upon, to indicate the responsibilities of local, State and federal governments; the responsibilities of physicians, educators, producers, processors, distributors and consumers; the responsibilities of men of science, of lay organizations and the individual citizen.

But this second duty is a highly complicated task--it involves cooperation and teamwork, it involves understanding, and, above all, it demands a common objective.

That is why, with over 500 delegates from all over the United States, representing different backgrounds and experience, it is all-important to agree on a common objective, to give to the President of the United States a set of recommendations so vital and basic that no matter what differences of opinion may arise as to methods or procedure there can never be any difference of opinion as to our purpose.

For the same reason, and because of our limited time, it is important that we refrain from spending too much time in extensive excursions into areas where definite policies already exist.

Tomorrow morning's public session to which the general public is invited, will present, through the Secretary of Agriculture, the Secretary of Labor, the Assistant Secretary of State and the Assistant Administrator of the Office of Price Administration and Civilian Supply, the policies of their respective branches of government as they affect the nutritional status of our people.

Since those policies have already been forged out on the democratic anvil of legislation and action we would be wise to accept them and to focus our attention on the unsolved problem of the quality of the nutrition of our fellow men.

We can and should agree, for instance, that the work which we do here must be carried forward by the men and women who actually live in the homes and communities with which we are concerned.

The establishment of state nutrition committees, with Dr. Helen S. Mitchell acting as liaison officer between them and the office of Coordinator Paul McNutt has already been accomplished.

Here is the framework necessary for successful application of our recommendations. Next, by recommending the calling of state and local nutrition conferences, we can impress our purpose on every home and community group in the United States.

There is no limit to the aid and cooperation we can enlist if we see our problem clearly and phrase our recommendations boldly and dramatically.

I especially desire to make a statement to the Conference regarding the report of the Committee on Foods and Nutrition of the National Research Council, which is just released, regarding nutritional allowances.

Because of the great importance of food and nutrition in defense and military activities, nutrition was quickly recognized in the organization of our great defense effort which was set in motion about a year ago.

From the Federal angle, three important steps have taken place. First: Nutrition was recognized early in the setup of the National Defense Advisory Commission and later in the responsibilities of the Coordinator of Health, Welfare and Related Defense Activities. A Nutrition Advisory Committee, on which were representatives of the various departments and agencies of the Government interested in nutrition, was created for the purpose of developing coordination and planning on the national level.

Second: Since many of the policies involved are of a scientific nature they should rest upon the judgments of competent people in the sciences involved. Therefore, the National Research Council, one of the functions of which is to mobilize the Nation's science in time of need, was asked to create two scientific committees—Foods and Nutrition and Food Habits. These committees are playing a prominent part in our national nutrition activities in supplying the basic scientific judgments which must underlie any effective program.

We are fortunate in many ways that many activities have been going on in the last quarter of a century in relation to nutrition, which in this time of emergency bear most valuable fruit. There has been a great expansion in scientific research in this field; there have been widespread developments in the diffusion of scientific knowledge through the various agencies of education and public information. There has been the conservation and building up of fertility of the soils of the country through widespread soil conservation policies and a large reserve of feeds and cereals has been built up in the ever-normal granary. We have been getting an important inventory of our nutritional status as a nation. We are fortunate that research work carried on in the past ten years gives us some approximation as to the size and nature of the problem of insufficient human nutrition.

One of the early actions of the Nutrition Advisory Committee was to request the National Research Council Committee on Foods and Nutrition, under the chairmanship of Dr. Wilder, to make recommendations as to immediate emergency steps which it would be practical to take in the direction of improved national nutrition. The National Research Council Committee promptly presented the problem of the loss of vitamins and minerals through the over-refinement of certain of our staple foods. They recommended that appropriate steps be taken either to conserve the vital elements removed in the milling process or to restore to white flour the most necessary elements lost in the production of the same. Growing out of this recommendation has come the present widespread activity in connection with enriched flour and bread, which we believe to be so vital in the present situation. In this present activity science, government, industry, and consumers are cooperating in a most splendid manner. What is now going on is a fine example of what we can effectively do in a national effort.

The Committee on Foods and Nutrition was also asked to evaluate past and present nutritional research, and on the basis of this research and of scientific judgment, to present a statement of nutritional allowances. In the light of present scientific knowledge and scientific judgment, what should be the intake of calories, of proteins, of important vitamins and minerals in an ideal diet. In making this request, we realized full well that science is a dynamic, developing thing, and that what seems to be valid today may be changed or modified tomorrow by the growth of scientific knowledge. We realize that such allowances are always tentative, always subject to modification and change. Yet they are extremely useful as a yardstick with which to measure the distance toward our goal.

I am happy to report to this conference that the Committee on Foods and Nutrition of the National Research Council has complied with this request and has released a table of dietary allowances which has just been mimeographed and will be available to the delegates and guests at the conclusion of this session.

In interpreting scientific nutritional allowances it should be made clear to all that no one is recommending a single diet or is doing anything which upsets the normal competitive relationships of our great variety of health-giving foods. The possibilities in our diets are as wide and varied as the richness and diversity of our land and individual tastes of our people. No nation, in fact, no continent, has as rich and varied food resources. We have all the cereals and all the other foods of vegetable origin, all the milk and milk products, all the protein and mineral-supplying meats and animal products, all the fruits and vegetables from the apples of Wenatchee on the Canadian boundary to the citrus fruits and winter vegetables of our sunny winter climates.

The second committee of the National Research Council—which deals with food habits—is organizing research and mobilizing judgment in an important field which parallels the biological. The more light that is thrown on this whole phase, the more effective will be the educational processes involved in improvement of our food habits. We are gratified by the increasing cooperation of public and private research agencies in the field of nutrition.

On behalf of the Nutrition Advisory Committee may I take this occasion to thank the National Research Council Committee for the painstaking and laborious task which it has performed in connection with the development of food allowances. The scientific modesty with which they have been presented makes us all realize the incompleteness of scientific knowledge and the great need for the expansion of research as it relates to this field.

I think we can all agree with the proposition that no man, woman or child in the United States should be allowed to starve. That is the very least this vast and fruitful land should promise its sons and daughters.

But having pledged ourselves to that proposition we find we are committed to a good deal more than might be imagined. We find that starvation can be hidden, subtle and slow, as well as desperate and dramatic. We find that science has uncovered starvation in places where it was not supposed to exist, in high and middle places as well as in the low.

Call it malnutrition, call it under-nourishment, call it dietary deficiency or what you will—when men and women and children fail to eat the foods that give them full life and vigor, they are in fact starving.

Here then is the challenge we must face: We are pledged to the proposition that no one in this great democracy shall starve even with hidden hunger and we are faced with the fact that 40 percent of our people have poor and inadequate diets.

There is no need to apologize for this condition, though there is urgent need to do something about it. Bad food habits, careless food preparation, the evolution of food processing explain in part the large percentage of unsatisfactory diets in the United States.

As a matter of fact, our diets are as good as any place in the world. We are a well-fed people compared with the dietary levels in most parts of the globe. But we are not well fed in relation to the productive potentialities of our land and labor.

In the totalitarian countries food is a weapon, a bait and a lash to be used to bolster the morale of shock troops, to enlist the skill of craftsmen from other lands, or to weaken the resistance of the conquered.

In America food is a boon, the gift of God's good earth. That is why we would be criminally careless and unworthy of our heritage if we failed to dedicate ourselves to the proposition that none of us shall starve.

This duty becomes especially imperative in view of the fact that we have the agricultural capacity to provide a good diet for the whole population. We have, as a matter of fact, some food to spare. We are in the twice blessed position of being able to feed ourselves and others, a position that may prove to be all important when the starving and shattered nations of Europe gather round a barren peace table.

Meanwhile during the black months or years of war that may lie ahead, we must consider the nutritional status of the nation as a whole, as well as the status of its individuals.

In primitive times, through a process of natural selection and survival, the people chose the best available foods. Thus nations which did not or could not make a wise choice died out. They were conquered by an enemy from within—by slow or fast starvation.

We, in this great nation, have the inestimable advantage of being able to choose wisely—if we will. And in these days of all-out national defense, when the ever-increasing demands for ever-increasing production call for optimum physical vigor and morale, it behooves us to choose wisely.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

May 26, 1941.

Memorandum:
To: Miss Anderson
From: From Mary V. Robinson
Re: Economic Policy and Social Responsibility as Related to Nutrition.

I. The Evidence is clear as to the inadequacy of the diet of a large proportion of the population.

A. Bureau of Labor Statistics study of food expenditures of 14,500 families, 1934 - 36 wage earners and clerical workers.

Though most of them bought enough food to keep them from feeling hungry, a large proportion did not spend enough to secure the amount and kinds of food needed for good health for all the family and for normal growth of the children. More than a quarter of these families did not spend enough for food to secure the Bureau of Home Economics "low cost good diet" at the time the study was made."

II. There is a direct relationship between income and diet.

A. Bureau of Labor Statistics study above found that --

"As total family funds increase, workers buy diets more nearly meeting their own nutritional need and those of their families."

B. Women's Bureau Study of South Bend, Ind., 1932, showed that "many ways of economizing has been undertaken by the families". More than five-sixths of the 1096 households reporting had had to cut down the cost of their food. Some did this by decreasing the quantity consumed, others by buying a poorer quality, and still others by buying fewer kinds of foods. In a number of families with children the quantity of milk had been cut down below actual needs."

III. Incomes of Thousands of Families are too low to provide for adequate diets.

A. Excerpts from Labor's Non-Partisan League leaflet:

University of California Heller Committee budget show that $2,200 is the minimum which a worker with a family of three small children needs for a very modest standard of living. This budget allows only 11 cents a meal per person. To provide this amount a worker would need a minimum of $42.50 a week for 52 weeks in the year. According to employer payroll reports of the Social Security Board over 90 percent of the workers earn less than this amount."

"A W.P.A. study in 59 cities shows that a manual worker with a family of two small children needs at least $1300 to $1500 a year for a base maintenance budget which would not provide even some of the simplest comforts. Yet two-thirds of the industrial workers earn less than this amount according to payroll reports of employers."

B. Bureau of Labor Statistics Consumer-Purchaser study:

"The relationship between food consumption and health is now so-well established that it must be a matter of general concern that so large a proportion of this relatively favored group (wage earners and clerical workers) was not securing the foods needed for a nutritionally satisfactory diet. *** Part of the consumption deficiencies shown could easily be remedied by more widespread knowledge of nutritional needs, but a large part is due to the inadequacies of income to meet total family needs *** Forty-four percent of the children in the families of the employed workers covered by this investigation were members of families whose expenditures did not come up to the modest standard of the W.P.A. maintenance budget."

IV. Low incomes, inadequate food result in high rate of illness.

The U. S. Public Health Service found amoung families on relief that chronic disabling illness occurred at an annual rate 87 percent higher than among those having $3000 or more income a year. Persons in families just above the relief level -- working but receiving less than $1000 a year had a 42 percent higher chronic illness rate than those in the $3000 or more income brackets and 17 percent higher for all kinds of sickness. After a family's income begins to rise there is, in the average case, a distinct drop in illness, the report shows.

V. A Higher Wage level is essential to the Nation's ecnonmic security.

a. The domestic food market is more important than ever now that foreign markets have shrunk. Workers must have money to buy farmers' produce.

b. Well-fed workers are healthy workers not draining country's public heal their facilities, relief facilities.

VI. Minimum wage laws are one answer to increased worker-purchasing power.

VII. Low wages of women workers contribute to poor nutrition.

A. There are 13 million women in the American labor force.

B. The history of women in industry has been darkened by the low wages they have been paid. In an industrial system where profits depend on low production costs, the temptation has been to pay the lowest wages for which it is possible to obtain workers.

VIII. There are several reasons for low wages paid women.

A. The pin-money theory is one reason women's wages have been low. A good many employers still fail to understand the reason why a woman goes to work. They are still obsessed by the idea that she hies herself to the nearest factory in order to earn money for the "exretras", a new dress or hat, a summer boat trip. This is quite removed from the true situation.

Women's Bureau studies prove that women work for the same reasons men do — to earn a livelihood and in many instances to support dependents wholly or partly. For example, the 1930 Census figures showed that probably more than a tenth of the employed women in this country were the entire support of families of two or more persons. In about a sixth of the urban families the only wage earners were women. In addition to such women were the many helping with family support. Moreover, in 1930 well over a third of all wage-earning women were home makers as well. We must wait some months longer for the story the 1940 census has to tell in this connection.

B. The double-wage standard is a "two-edged sword". While undermining women's interests it works hardships on men wherever the two seces may be in competition for jobs, by reducing the standards for men or by causing women to be substituted for men.

But, we are often asked, why are women willing to accept lower wages? The answer is that women can not help it. The cards are stacked against them so that when they have to earn a living they are forced to take a job under almost any conditions.

On the whole women's occupations differ from men's, and thus the two sexes do not compete with each other to any real extent. Nevertheless, women's wage rates are generally at lower levels than men's even when their work is comparable as to skill and output. Moreover, we find that women doing semiskilled or even skilled work are frequently paid less than men are as unskilled laborers.

The crux of the problem is that women have been and still are exploited in industry much more than men are. Many women are not paid enough for them to secure the bare essentials of living. This is true not only in times of depression but even during a period of rising wages.

IX. Minimum Wage laws are one answer to the need to increase woman worker purchasing power.

A. The single most important factor in raising women's wages is minimum-wagelegislation that by fixing a point below which rates are outlawed has enabled the fair-minded business man to improve standards of pay without fear of under cutting at the hands of unscrupulous competitors.

B. In addition to the Federal Fair Labor Standards Act there are now 26 States plus the District of Columbia, Puerto Rico and Alaska that have minimum wage laws for women. Though almost all of these laws apply also to minors, only one -- in Connecticut -- applies to men.

C. State minimum wage laws cover thousands of women in intra-state industries who are not covered by the Federal Fair Labor Standards Act.

For example:

Industry	No.of States with orders	Number workers covered
Laundry	17	90,560
Dry cleaning	13	7,406
Retail trade	11	127,224
Beauty culture	11	54,508
General and professional offices	5	295,443
Restaurant + hotel	11	149,133

These are not all the workers covered by any means but will serve to indicate the wide scope of minimum wage legislation.

D. Factual studies show that minimum-wage orders in service industries raise very materially the level of rates paid to women workers.

1. In a Women's Bureau study of the effect of minimum wage orders in the Dry-cleaning and Power Laundry Industries of New York and Ohio in the period from 1934 to 1937 it was shown that almost half of the women in Ohio dry-cleaning establishments were paid less than 35 cents an hour before the enactment of minimum-wage legislation. After 35 cents

became the legal minimum, the mass of women working for less from 35 cents had their rates raised to 35 cents, some to 40 cents or more. At the later date, nearly three-fifths of the women in the State of Indiana which has no minimum-wage law were still earning less than 35 cents an hour; in fact, the proportion earning below 30 cents had increased materially from 1934 to 1937.

2. New York's wage order fixed a minimum rate of 31 cents for laundries in the New York City area and of 27-½ cents in the remainder of the State. Before the order was in effect, 84 percent of the women in the metropolitan area earned less than 31 cents an hour. After the order had been mandatory for 15 months, 45 percent earned 31 cents an hour and 38 percent earned between 31 and 35 cents.

X. The present minimum-wage legislation is only a beginning and there is much to be done to correct obvious weaknesses.

There are still 22 States without minimum-wage laws. Large groups of workers are covered by State laws but as yet no orders have been set which would govern their wages. Large groups of women on farms and in domestic service in private homes are almost wholly excluded from any type of wage protection.

XI. Sometimes it is necessary to spell out the value of wage standards.

A. Point out that insufficient pay means undernourished bodies, depleted energies, predisposition to illness and accidents on the job, and possible loss of job. Point out that workers with pay envelopes containing more than just enough to keep body and soul together make more extensive purchases and patronize amusement and recreation centers and other local facilities. Point out that fuller pay envelopes thus bring benefits all along the line to producing and distributing trades and in the final analysis increase immeasurably the purchasing power of the community. I know that this sounds like the ABC's, vut often it is necessary to speak in simple terms.

XII. There are further steps which must be taken in relation to wage standards. We must speak out in behalf of establishing wage standards above the minimum for more skilled and experienced workers voluntarily or by collective bargaining agreements. The defense program with its additions of thousands of workers to the wage earning population makes this particularly acute. I would like to stress the wage standards recommended by the Women's Bureau in its recent publication, "The Effective Industrial Use of Women in the Defense Program." The report points out that good standards promote the health, morale, and efficiency of women as workers. The chief recommendations as to wages may be outlines as follows:

1. Rates should be based on occupation and not on sex or race of the worker. The standard of wages prevailing for men should not be lowered where women are employed.

2. The rate of pay for all hours worked beyond the basic hour schedules, which should not exceed 8 hours a day and 40 hours a week, should be at least one and a half times the regular rate which a woman is paid.

3. Wage rates should be revised periodically and adjusted to marked rises in cost of living.

B. At the same time a direct attack on wage standards, especially the overtime provisions of present day laws, is not unexpected and should find us prepared.

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B. Workers and ~~Nourishment~~ nutrition

VII. Many workers are poorly nourished and consequently less efficient and more liable to fatigue, disease, and accident.

1. Dr. Parran said "One-third of the people in the United States are getting a 'very poor diet' and not more than one-fourth are receiving a diet which could be called good". The Nation's efficiency is impaired at least 25 percent by inadequate or improper diet.

   Men and women in the labor force constitute 40 percent of the whole population or 52 percent of persons 14 years of age and over.

   Consequently, lack of proper nourishment characterizes a large proportion of our working force and means that such workers are not so satisfactory on the job as they should be, as their output is likely to be lower in quantity and inferior in quality. Also these workers are more likely to become burdens on the community because they tend to earn less, to become unemployed and unemployable, and to need medical care for which they are unable to pay.

2. Proof that well fed workers are more efficient.

   A group of medical and dietetic experts experimented with a group of substandard workers - women of different ages all under weight. It was arranged that they should be given supplementary feedings of one tablespoonful of cod-liver oil and one pint of milk daily, separate from their ordinary dhome ration. The oil and milk were served during the morning and afternoon rest periods. The experiment was carried on from the middle of December to the middle of May. This is the season when the quality and quantity of sunlight is at a minimum, when the vitamin content of milk, vegetables, and other food is somewhat decreased and when colds and their consequences are most prevalent.

The absence record for the members of this group showed a very definite improvement following the addition of cod liver oil and milk as supplements to the usual home diet. The average hours of absence (December to May) totaled 105.3 for the year previous to the test, 68.4 for the first year, and 40.8 for the second year-- a total reduction of 61 percent.

The average efficiency for the group was 77.8 for the year previous to the test, 78.8 for the first year, and 80.1 for the second year.

From Safety Engineering, June 1939 -

Many firms are now using rest periods of varying lengths. During these rest periods there is, in most cases, an opportunity for the employee to have tea or coffee, a glass of milk or some other food, and, where there are proper facilities, employees are permitted to smoke.

If the average person ate five meals a day instead of three (consuming no more food in the five than he did in the three), he would do a better day's work with less fatigue to himself. The next best thing to five meals in a day would be the ordinary three meals as we understand them with a five, ten or fifteen-minute break, in the afternoon rather than in the morning, with an opportunity to take some light refreshment.

A graph prepared by a large Canadian company shows that most of their accidents happened between ten o'clock in the morning and noon and between half-past two and five in the afternoon, indicating that either fatigue or hunger does play a part in accident experience.

Extracts from: The Human Factor in Industry, by Eric Palmer (Pseudonym for one of of the recognized Experts for Factory Development)(published in London, 1936)

"Perhaps the most important single factor in producing greater production, less tendency to accidents and a friendlier relationship between managers,foremen and workers is the introduction of the rest pause with refreshments.

The thing itself is so easy and so cheap and, indeed, enters that large category of accomplishment of which we all have said from time to time "why did we not thihk of this before?"

Yet the rest pause with refreshments was and still is the subject of much controversy.

Government investigators have expounded their views and works managers and foremen have expounded theirs.

All the Government investigators plump for it unhesitatingly, all the employers who have introduced the change swear by it, but there are still large numbers of employers who will not make the change at any price, just, of course, as there are people who resist every change until it is an accomplished fact.

Personally, I do not propose to offer any opinion on the matter but will merely recite the evidence of both Government investigators and the experiences of employers as recorded by themselves.

The most conclusive evidence of the value of the rest pause with refreshment is contained in a Report issued by the Medical Research Council and the results are so outstanding that one wonders why the custom is not universal".

3. For workers on defense production, special attention to nutrition is highly important because of the hasard and strain to which many of the workers are exposed.

As some of the munition plants have had to be expanded rapidly and as they cover a very large area, lunch room facilities are not adequate. Many workers must at present eat in their regular workroom, the meals eaten while on the job, the food being brought to them on carts. Great effort should be made by the management to have the most nourishing food possible for sale on the carts. Also enough time for the meal should be
(published in London, 1936)
allowed, since nourishing food gulped rapidly does not produce the best results. An educational program to induce workers to eat the right types of food could well be carried on by the management.

Dr. Fowler in the Haskell Laboratory of Industrial Toxecology, sponsored by the DuPont Co., told Mrs. Mettert that in the DuPont plant, workers who are men, on TNT production are given vitamin C tablets. It is thought that good nutrition, particularly vitamin C, is the most important preventative of TNT poisoning. This is an experiment, and as yet there has not been opportunity to write a report on the results.

Statement by Margaret Bondfield, concerning the drinking of milk by munition workers in England.

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Article by Mabel C. Beeler, R.N., Director, Medical And Welfare Department,
Federal Reserve Bank, Kansas City, Mo.,
Presented before the Industrial Nursing Section Round Table,
Biennial Convention, Kansas City, Mo., April 27, 1938.

FOOD IN INDUSTRY

Businesses and industries in increasing numbers are establishing nursing departments and food departments for the benefit of their employees. These services are offered to employees in banks, department stores, factories, manufacturing concerns, steel mills, and other industries, large and small. More and more the nursing and food departments are joining hands. And today many nurses in industry actively supervise the food departments to some degree, both those serving full meals and those which serve merely light, supplementary foods.

Industrial nursing has two main objectives, emergency treatment and preventive work. Preventive work means keeping employees well and on the job. Here food plays an important part. Employees must have proper food in correct amounts, substantial, well balanced, and at low cost. The nurse is not responsible for preparing either regular food or special diets, but she sees to it that the right kind of food is provided, and that it is properly prepared and tastily served so that the employee is kept in condition to perform his particular task to the best of his ability.

The number of industrial nurses assuming active supervision of the food service in industries is increasing. Of course, each industry's food requirements depend on the type of work in that industry. We are inclined to think that manual workers require heavier foods and larger quantities of food, and that office workers need only the lighter foods. But it may be surprising to learn that office workers or "brain workers" require good, substantial foods, though in lesser portions. It is the overloaded stomach that results in sluggishness and sleepiness, whether the employee is engaged in manual or mental work. Well cooked food that looks and smells appetizing keeps a well stomach well and often makes a healthy stomach out of an ailing one. In industry we are dealing primarily with well people and we want to keep them that way.

It is quite as essential for an industrial nurse to know what food the workers eat as it is to know that hazards are removed, machinery properly guarded, and sanitary working conditions provided. Days lost because of illness or hours lost because of indisposition result in lost time. Decreased efficiency in workers cannot even be computed. The nurse should know the food requirements for workers in her industry, and cooperation, at least, between the nursing and the food departments is important. In many industries the dining department is managed by persons who do not have special training - and often not any training or knowledge - in regard to food and nutrition, and who make no study of the food requirements of employees. The noon meal is the main meal of the day for many workers; therefore, it should be planned to furnish the largest amount of nutrition possible. The employee will usually consult the nurse for suggestions on diet in both health and illness.

The food service may vary from complete meals without cost to the employee - or perhaps only tea and coffee gratis - to food at actual cost. But in any case it is the nurse's concern to know that the food offered is well balanced and appetizing, thus making for greater efficiency, closer cooperation, and good will. In many industries employees bring their own lunches. The nurse may tactfully ascertain the kind of food the workers are eating and make helpful suggestions for the right sort of meal. No one objects to friendly help that will make him feel well, and the industrial nurse can be the medium for creating a happier atmosphere by displaying a personal interest in individual employees.

Many nurses may not feel that they have the preparation for supervision of the food in industry. However, the nurse is frequently the person in the plant or business who is best prepared to assume this responsibility, and she can supplement her knowledge by taking additional courses, by study, and by the use of nutritional consultant services offered by local and state health agencies.

The supervision of food in industry will extend the boundaries of industrial nursing, opening up a broader and more interesting field, and will make the industrial nurse of greater value to her employer, to her employees, and to herself.

FARM WOMEN AND DEFENSE

(In Times, Chattanooga, Tennessee, April 28, 1941)

Tennessee farm women this week will show that they, too, play an important part in the national defense program as they lead in the observance of the state-wide "Home Food Supply-Better Nutrition Week," proclaimed by Governor Prentice Cooper. The observance is to emphasize the importance of better nutrition for health and national defense, Miss Bama Finger, District Home Demonstration Agent, points out in an article prepared for and printed on the Farm Page in this issue of The Times.

Because better nutrition is one of the goals in the State's Home Food Supply Program--inaugurated for the first time last year--the Governor felt that this program should receive emphasis along with the better-diets-for national-defense theme. Miss Finger announces plans for the week in several Counties of her district. The various programs, demonstrations and garden tours will constitute an educational campaign to acquaint the general public, both urban and rural, with foods that provide a healthful, well-balanced diet. An undernourished people does not make for a strong national defense, so the home economists, the farm women who know most about home gardens and many others will cooperate in showing how Americans in general and Tennesseans in particular may provide themselves with nourishing foods.

Urging cooperation with these women is not necessary. Their work will have the approval of every person and their efforts will receive the wholehearted support of all business and civic leaders whose assistance is desired or required. Neither the farmer nor the business man will protest the appearnace of strange vitamins in his dinner plate as the women demonstrate the various methods of preparing foods to make them more palatable and more nutritious. What is necessary is to call attention to the program, to reemphasize the value of healthy diets for both young and old, to stress especially the need and importance of such an educational program at this time and to commend the women and their leaders in the various Counties who will be responsible for the success of the observance of "Home Food Supply-Better Nutrition Week."

FOR RELEASE AFTER DELIVERY

"SELECTIVE SERVICE AND ITS RELATION TO NUTRITION"

Address by

BRIG. GEN. LEWIS B. HERSHEY, DEPUTY DIRECTOR,
National Headquarters
SELECTIVE SERVICE SYSTEM

National Nutrition Conference for Defense

Washington, D. C.

May 27, 1941.

SELECTIVE SERVICE AND ITS RELATION TO NUTRITION

The Selective Service System appreciates an opportunity to participate in a conference of this kind and at this time. Selective Service is vitally interested in any measures which look to the betterment of the health of our people. Selective Service is ready, willing, and anxious to participate to the limit of its capacity in the means by which disabilities are prevented, as well as the steps which may be taken to correct those already developed.

Selective Service was created "to provide for the common defense by increasing the personnel of the armed forces of the United States and providing for its training". It must accomplish these purposes without unnecessarily interfering with the many other activities so essential to an all-out defense. To accomplish the missions given by Congress brings the Selective Service System into the every day lives of millions of our people. This contact with the lives of our people brings into the foreground basic facts about our people. Selective Service is a decentralized operation. It is an operation which makes available to the people of a community facts about the people of that community. It has made of record—it has inventoried—the capacities, the skills, and the physical conditions of many of our citizens. It has focused the attention of all of us upon conditions which we may have vaguely suspected but which we preferred to overlook. I hope that it has produced and will continue to produce facts about our physical condition as a people which will force us to take action to prevent the occurrence of these disabilities and to correct wherever possible those which are already in existence.

Let us briefly review the information which has come to us during the past several months about the physical condition of the men of America. Under the present practices the registrant who has been placed in Class I by his Local Board is initially examined by the Medical Examiner of the Local Board. The men who are deferred because of dependency, because of occupation, or because of any one of several reasons are not physically examined at the present time. Approximately a million registrants have been examined by the Medical Examiners of the Local Boards. Of this number approximately 200,000 have been rejected as unsuited for military service. 120,000 have been placed in I-B, which means normally one of two things—either they are temporarily unfit for general service, or they are permanently unfit for general military service but are fit for certain types of military service where physical qualifications are not as rigid.

The registrants who are passed by the Local Medical Examiners as fit for general military service are sent to Army Induction Stations as they become due for induction. Here they are examined by a Board of Medical Examiners. These examiners may be Medical Officers of the Army of the United States. The Board may be composed of a few medical officers, the remainder contract surgeons. Here another physical examination of the registrant is held—about 560,000 have taken this examination. Of this number 500,000 were found fit for general service, 55,000 for limited military service, and 5,000 wholly rejected.

In this connection I should like to comment on the situation created by the dual examinations and the problem of those who are accepted by the first, and then rejected by the second. This has been the cause of some hardship to rejected registrants and the basis of well-founded criticism. The basic causes of this situation lie in the fact that the final examination is given by the Service into which the registrant is to be inducted. The fact that the final examination is given just prior to induction compels the registrant to settle his affairs prior to reporting for induction. This step is most unfortunate if the Medical Board at the induction station disagrees with the finding of the Local Board Examiners. It is not surprising that differences of opinion developed between examiners as to the fitness of the registrant as a soldier. Our World War experience seems to indicate that 8 percent variation is a fair average in deviation in opinion between examiners. It must be remembered that in the beginning practically all medical examiners were inexperienced in work of this nature. It should also be borne in mind that the medical examiners of the Selective Service System served without pay and that the long hours which they have given have been a patriotic contribution.

Experiments are now under way whose purpose is to perfect a system which will enable registrants to be physically examined finally by an Army Examining Board at a reasonable time prior to the induction date. By this method each individual registrant should know sufficiently in advance of his successful passage of the physical examination to enable him to make preparations for his induction into the armed forces.

I have said that out of a million examined by Selective Service and about 560,000 examined by the Army a total of 380,000 have been found unfit for general military service under present standards. What have been the causes for rejecting these individuals? There are many and I shall name the few which account for the largest number.

Teeth account for nearly 20 percent of the rejections; eyes and cardio-vascular 10 percent each; 9 percent are rejected as being generally disabled for three or more reasons; musculoskeletal disabilities account for 8 percent; 7 percent are obviously unfit even to the nonprofessional; nervous and mental rejections take 6 percent; ear, nose and throat fail 5 percent; lungs, hernia and those over or underweight each reject 4 percent; gonorrhea and syphilis take out 3.5 percent, and feet 3 percent.

It is not my purpose to attempt to fix the causes for these disabilities. Many suggestions are advanced. Foods undoubtedly play a very considerable part whether it be because of a lack of a proper amount, or because the food was of an improper kind. It has been estimated that perhaps one-third of the men rejected was due either directly or indirectly to nutritional deficiencies. In terms of men the Army today has been deprived of 150,000 men who should be able to do duty as soldiers. This is 15 percent of the total number which have been physically examined by the Selective Service System.

It is perhaps of little use to speculate on what should have been done by our schools, by parents, by health bodies, or by the government. Probably the depression years left their marks. Undoubtedly the automobile and the cash it required for monthly payments and for gas, oil and tires, has cost us as a people in physical fitness. Whatever the causes, this is the condition in which we find ourselves. Whether we are worse off physically than we were in 1917-18 is undoubtedly controversial. That our physical standards are higher now, let us admit. The fact remains that while we may be no worse now than twenty-four years ago we seem certainly to be no better. Better or worse or the same, we are physically in a condition of which we nationally should be thoroughly ashamed. It is a condition we should recognize as dangerous and which we should take immediate, positive, and vigorous measures to correct.

There are some facts to indicate that there is a definite relationship between age and physical disability, an indication which would be assumed on general observation. A study of 8,000 cases chosen generally from all sections of the country indicated that the rejections in the age group 18-21 were less than 6 percent; 21-25, 25 percent; 26-30, 36 percent; and 31-36, 52 percent. To what extent later disabilities have their causes in the earlier ages is a matter for conjecture. The fact that all of those examined between 18 and 21 were volunteers may well be one of the reasons for the extremely low rejection rate, if we are to assume that those who had disabilities were aware of it and have not offered their services. However, our information from this study and from a study of those examined by the Army Induction Station in Chicago indicates that there are twice as many physical rejections in the 31-36 group as there are in the 21-25. In this connection it should be noted that this may not be an exact indication of the physical condition of the two groups because Selective Service, so far, has confined its physical examination to those who had no reasons for deferment, and it may be true that the individual in the upper age group who has no dependent or skill or who has in no other way made himself a necessary man is not representative physically of his group.

We are faced with the question--What can we do to improve the physical condition of our people?

Undoubtedly prevention is always better than cure, for reaching results will follow basic changes which develop our people physically. This is a long range program in which schools, parents, and government must each bear a part. To be successful there must be a thorough-going system of education as to what the situation is, what steps are necessary for its correction, and the individual part that each citizen must play in making these measures operative.

In the long range picture I believe the most fundamental step must be a basic change in our conception of the nature of our educational system. We must place a decided emphasis on physical training and physical education. The ancient Greeks had a conception about the development of the human body to which we should give serious consideration. Our first long step in building a physically strong America is to recognize physical fitness as even more important than mental fitness. This recognition must be on a plane above the recreational level. Today we pay our tribute to outstanding athletes, but only as they entertain us. Our educational system must place the youth who has developed a perfect healthy body on a plane above the scholarship giant who in reaching this goal has ruined his eyes, his digestion, and his health in general. Once we have set up an educational objective of a well developed body, we must organize our curriculum to secure it.

This establishment of an ideal of bodily development is basic and necessary, but it is a long range planning item. What can we do now? I shall omit any reference to those unregistered or to those placed by local boards in deferred classifications. I shall concern myself with two general categories--those who have not been classified and those who have been classified, examined and rejected.

The individuals who have not yet been classified owe a duty to their government for service. That obligation calls for the service of a whole man—a man entirely alive—a healthy strong well-developed man. It is the duty of the registrant faced with this responsibility to use every means available to make himself fit to serve. To accomplish this end will require the coordinated efforts of the medical profession, State and governmental agencies and an enlightened and energetic public opinion. If there is an effort on the part of all, there can be thousands of men made acceptable for service in the armed forces.

I turn to the next category--those registrants who have been physically examined by Selective Service and rejected, or have been accepted by Selective Service and rejected at the Army Induction Station. This group numbers somewhere in the neighborhood of 400,000, with about one-half rejected for any military service and the remainder judged satisfactory for limited military service. Of course, every effort should be made to correct every correctible defect in this group, but the 200,000 who are fitted for limited military service create a special problem. Many of these individuals have every appearance of an able-bodied man. They are known in their communities as individuals capable of performing physical labor, or of participation in activities that require a reasonable amount of physical proficiency. With this group will be an increasing number of individuals who have been rejected for mental deficiencies. I do not believe our people will continue indefinitely to accept avoidance of military obligations by the class to which I have just referred. If this assumption is accurate we are confronted with the necessity for rehabilitation for the members of this group where it is possible to better their physical condition, and to attempt to discover an efficient place in national defense for those with uncorrectible disabilities.

Some of these rejected registrants will attempt to correct their physical disabilities without urging; some additional ones will do so if persuasion is used; many will be content to continue as they are. I believe that it will be necessary to place the responsibility for the rehabilitation of these individuals directly upon the government. Whatever methods may be used for the correction of physical disabilities in the general public, this group must be utilized in a manner which will not permit them to escape military obligations because of their physical conditions. I realize that there are agencies in the government at the present time which might be modified to serve as rehabilitation agencies--their part in the rehabilitation of the general public may or may not be feasible, but for this group liable for military service voluntary methods will not suffice. In the interest of public morale these individuals should be compelled to render service to the nation. In the public interest they should be improved physically while they are performing this national service. I realize the tremendous task which has been placed upon the War Department by the necessities of the past year; I am aware of the task which the induction of one or two hundred thousand limited service men would impose upon an already overburdened agency; I am aware of the financial responsibilities which may accrue to the government by the acceptance of below-standard men. On the other hand, there seem to be no other agencies capable of carrying out this task in a manner which will insure that the government shall require service from the individual, while at the same time effective measures are undertaken to improve the physical condition of the individual. In addition there is work which can be done by limited service men that will relieve combat units from tasks which must be done, but whose doing interferes seriously with the training programs of these units. There is an additional advantage to be gained by having these men inducted into service, for as they become rehabilitated physically and mentally they can take their places in combat units.

In summary, Selective Service has examined physically a million. The results of these examinations should be disburbing to us as a people--they should energize us to immediate and positive action. Approximately 400,000 have been found unfit for general military service--probably one-third of these are suffering from disabilities directly or indirectly connected with nutrition. At least two hundred thousand can be used for limited military service, with perhaps one hundred thousand of these capable of rehabilitation to the point where they can do full military service. The non-induction of the limit service group constitutes a grave moral problem which will tend to increase. Measures must be taken to require service of these individuals and their development to a physical condition where they can do full physical duty if inducted. In general this cannot be accomplished by the voluntary efforts of the individuals concerned. There is national work which they can do while their rehabilitation is in process.

America must be strong, but she cannot be strong when one-half of her sons are substandard physically. America needs whole men, not half men. She must develop vigorous and healthy youths; she must *pre*habilitate those whose defects are slight; she must *re*habilitate those examined and found deficient. The task before us, like all tasks in a democracy, is the duty and responsibility of each and every citizen. The Selective Service System by its very nature will play a vital part in the solution of this all important problem. It dedicates itself to a participation in the movement for better and healthier bodies for all the citizens of America.

NUTRITION IN THE FIRST WORLD WAR AND NOW

By

JOHN R. MURLIN*

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I have rewritten this speech every time I have heard a speech today. Now, since Mr. Taft has used the figures regarding the selective service rejections, I have to rewrite it again. I am in the position of the intoxicated gent who was found sitting on the curb writing a letter, and when asked to whom he was writing, he said "To myself." "Well, what are you saying to yourself?" his friend asked. "How do I know?" he said. "I won't get it until tomorrow."

So I really don't know what you are going to get. The title of this paper is correctly reported to you, but the subtitle, which I scratched out, was called "Changing Emphasis in Nutrition." Perhaps that describes it quite as well as the title announced. The two are not very different.

In the development of our knowledge of foods and their values to the human body, there have been four definite phases. Following the great work of Leibig a hundred years ago there was the composition phase. The question of great interest was, of what do our foods consist? Following the observations of the pioneer Beaumont, the first physiologist in this country and the first man ever to see digestion going on in the human stomach, and following the discovery of the digestive enzymes some years later, came the digestibility phase. The question was, what foods are most easily digested? Then came the calory phase, when the question of greatest interest was, how much energy does the food contain, and how much does the body require? This phase, of course, began with Lavoisier 150 years ago, but was not widely prevalent until the work of Voit and Rubner in Germany and of Atwater and Lusk in this country. We are now in the phase where the subject of greatest interest is, what foods of each class are of the greatest biological value? It includes all the modern development of vitamins and biological values of proteins.

Each of these phases has risen to a peak of predominant interest and left a prominent contribution, continues now to make prominent contributions to knowledge, but has given way to the subsequent phase as the center of interest. It would not be difficult to fix an approximate time during which each of these phases was in the ascendancy.

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*An address before the National Nutrition Conference for Defense, Washington, D. C., Monday, May 26, 1941.

More important, however, is for us to realize that none of them has completely died out. We still need to know what foods consist of, and this knowledge needs to be made far more particular and complete. We still need to know what foods are more digestible and why, which foods contain most energy or energy in most available form and, more exactly, how this energy is made available for all the different physical processes, including the part played by the vitamins in these physiological processes.

But the center of interest today again is quality. Why are certain foods better for us than certain others which are equally digestible and contain as much energy? The answer is found partly in the vitamins, which do not undergo digestion at all and do not yield energy in any measurable quantity, although they contribute importantly to the release of energy from other foods, and partly in the chemical structure especially of the proteins.

When the World War began we were just entering the vitamin era. McCollum and Mendel independently in the year just preceding the World War, namely 1913, had recognized the first fat soluble, fat factor, which later became known as vitamin A.

We are now riding the crest of the vitamin wave. You know it is rather precarious sometimes to be on the crest. It all depends on how the wave will behave. If it tips over and breaks, as waves do on the sea shore, it may do harm, so I am trustfully living in the belief that we are going to come down off the crest of vitamins safely.

The method of estimating the biological value of proteins had been introduced by Thomas in 1909. It had made no progress in this country until McCollum in 1921 and Mitchell in 1924 had clarified the issues. A few minerals were known to be important but had not yet come to full recognition, and the importance of trace elements was quite unknown. Consequently our principal interest in the first world war was energy supply, the distribution of calories to the three organic foodstuffs; general, wholesomeness of foods, some emphasis on quality of proteins; certain of the minerals were mentioned; and cautiously we talked about fat-soluble A and water-soluble B.

My own experience at that time, as you heard, was in connection with the United States Army. Mr. Taft misspoke when he said I was chief adviser to the Government. It was only to the Army. The objectives of that division of food and nutrition in the Surgeon General's Office, were stated in the application for authorization which was addressed to the Chief of Staff and through him to the Secretary of War, a statement by the way, which was concurred in by several of my associates who are active in this conference, then on my advisory committee. The statement was as follows:

"That the purpose of the division," which was something entirely new in the Army, "would undertake to safeguard the nutritional interests of the soldiers, first, by means of competent inspection of the food supplied to the camps with reference especially to its nutritional quality; 2nd, by seeking to improve the mess conditions with special attention to the matter of food economy, bearing in mind that palatability and proper cooking are great factors in determining the utilization of food in the physiological sense no less than in the financial sense; 3rd, by studying the suitability of the ration as a working man's diet, tested for the proper amount and distribution of nutrients. An intelligent alteration of the rations from time to time must be based on the facts, and it is the purpose of this division to secure the facts."

That is the end of the quotation. In contrast with the interests as they were thus outlined for the Army in 1917, there was going on at the same time, in relation to the general population, an intensive drive for the incorporation of larger amounts of milk and other dairy products in the diet to see that there was an adequacy of this new factor called fat-soluble A as well as more calcium and phosphorus. That was one of the chief points emphasized. The Army was afraid of milk for fear the drinking of milk might develop milk-sop soldiers. They didn't want soldiers to drink milk!

This drive for greater consumption of milk had already produced an increased consumption of milk, and as we all know now the educational efforts of this pre-war period and the war period itself bore fruition in later years in much greater consumption of milk, butter, cream, and cheese.

We might summarize, then, the principal nutritional interests of the first world war days, Army and civilian population included, as contained in the following expressions: adequate calories, good quality protein (and all we could say in those days was class A proteins and whatever came below), increased milk consumption, and thereby improved mineral nutrition. The emphasis on the few vitamins not yet called vitamins very widely, but rather "accessory factors" was, of course, cautious, and wholly determined by the recency of their discovery.

In the intervening years since the World War, we have seen an enormous increase in our knowledge of vitamins. First came vitamin C, so named, at least, in 1920; then vitamin D in 1922; vitamin E in 1923; the recognition of vitamin G, as it was then called, or as it has also been called, vitamin B-2, as the heat stable factor of the B complex, in 1926. More recent developments concern especially the several fractions of the B complex and the importance of vitamin K.

We now have at least also four methods of determining the biological value of proteins. The agreement between those methods is reasonably good, although they do not read in the same scale. They have to be interpreted one with the other, and the agreement between observations on lower animals and those upon man agree also reasonably well, so much so that we are led to believe that what is good for a rat in the way of sustaining growth of his body substance is also good for man. The figures quite often are strikingly similar.

In the B complex we have not only the recognition of several new factors but an entirely new terminology growing out of the chemical identification of these factors. Six such factors are now available in chemically pure form, and without the achievements of the synthetic chemists working with the nutritionist we could not embark on the new program of vitamin enrichment of flour, shall I say for better or for worse?

I have put it in that way because experiments in my laboratory have impressed me a great deal. These experiments conducted by my associate, Dr. Nasset, on dogs, have shown that when six of the synthetic factors now available are added to a diet otherwise free from B vitamins the dog is still very deficient, but when yeast is added, the deficiency at once clears up, and what seems more important, digestion is notably improved. The only one of the synthetic factors with which Dr. Nasset has had any experience that can be shown to have any favorable effect on digestion is pantothenic acid. On the other hand, he cannot show that any of the others is harmful. They seem to be entirely neutral in the organs where they find themselves mixed with the food. Thiamin, riboflavin, nicotinic acid--I hope for the sake of the timid that the last one will have a new name before long--ascorbic acid, calciferol and vitamin K have been found to cure specific deficiencies in truly miraculous fashion, but we know very little about the physiological rectification by which these cures are effected. There is need for intensive effort to learn what enzyme system each vitamin fits into, because many of them are known already to fit into the tissue enzyme systems, and how they affect other organs than those exhibiting the specific lesions associated with deficiency; for example, the digestive organs, the circulatory system, and especially the nervous system. Great profits await the courageous investigator into those fields.

On the recommendation of the Committee on Food Nutrition of the National Research Council, as you have already heard, certain factors which are now available in chemically pure form are to be incorporated into white flour and bread without raising the price of bread; at least we hope it is going to be without raising the price. Why not go the whole figure and restore all the factors? Some comments have been made on this already. At the present time that can be done in only one way; namely, by producing whole-wheat flour and making whole-wheat bread. It is only fair to say that progress is being made in producing whole-wheat breads that are acceptable to people who like a little more flavor in their bread than one gets from ordinary white bread. But in the meantime people who prefer the white bread will at least get a better bread than they have been having for many years past.

The two factors most needed just now to safeguard the health of this country are the ones which will be incorporated first, and as you heard this morning, no doubt riboflavin, the third, will be available by the first of the year. The Committee on Food and Nutrition is well aware that other factors than those two are needed to restore white flour and bread to the full complement of factors contained in the native wheat. Encouragement is given to every means of increasing gradually the proportion of the whole wheat obtained in the flour and hence in the bread, insofar as it can be made acceptable to the consumer.

I want to say that I gave my consent to this proposal of enrichment rather reluctantly, and was greatly reassured when I knew the Committee was going to work by these other means; that is, the gradual increase of the extraction from grain of more and more nutrients. That will be a part of the program as well as the program of enrichment. No pressure is to be placed on the consumer to take a bread he does not like for the very good physiological reason that unless food is enjoyed--unless it is appetizing to the person eating it, not to somebody else--it is not so promptly digested and utilized. A great deal of work remains yet to be done to get perfectly satisfactory recommended daily allowances. As you have already heard, the ones that have been recommended to you are good guesses, but they are not final by any means.

I think two speakers this morning placed emphasis on this point, and I need not say any more about it.

I wish only to add this--as a man who has had a good deal of experience with human subjects as experimental subjects, it is my experience that the species *Homo laboratoriensis* makes a very good *rat*. He knows what the experiment is about. At least he has that advantage over the rat. He gives his full cooperation willingly, and the rat has no alternative.

Several citations could be made of important current work on human subjects; for example, the recent work of Williams and Wilder on thiamin on human subjects is one of the most illuminating studies we have had with that vitamin. I make this appeal for more and more experimental work on human subjects for a special reason. We all realize we can get along faster, pile up observations much more rapidly with small animals, but we are still in some doubt always as to the strict applicability of the results to ourselves. The moment we get perfectly satisfactory demonstrations of vitamin effects on man doubt is resolved at once, and more and more work on human subjects will help set the proper daily allowances.

I might cite another example of a very pertinent, as it seems to me, experiment on human subjects which came to us from England not long ago. The first one I heard of was by a man by the name of Capon, who was working in a recruiting camp. He took 33 of the men who were considerably below acceptance standards, put them in a special squad by themselves, gave them remedial exercises **as** well as a graduated course of physical training, and fed them a diet including plenty of milk, butter, fruit, and fresh salads. The quantity of protein and fats was high. In 6 weeks 21 of the 33 passed the examination satisfactorily, and six more were almost up to acceptance standards. Still more striking demonstrations along the same line have been made, as you no doubt have read in the popular press, in a reclamation camp set up by the RAF to rescue men who fell below the acceptable standards and to reclaim them for service in the air. This work has been going on at Canterbury for nearly 2 years. The results have been very similar to those I gave. I hope we may see such conditioning camps set up in this country soon.

Now I come to a repetition of what Mr. Taft has already told you, but I will modify it just a little bit. In spite of our knowledge of nutrition gained in the past quarter century, the percentage of rejections in the selective service today is as high as, or higher than, it was in 1917, and the causes are substantially the same. Something needs to be done. Knowledge, as Sir Richard Gregory has said, is like energy. It is capable of doing work, but first it must be changed from the potential state to the kinetic or moving state. Knowledge is like a rock set up on a shelf. It does no harm, and it does no good, so long as it rests there, but let somebody jar the shelf and let the rock fall off, and then something happens.

That is the state of things today. We know more than we are doing. We must remember also that the best diet in the world alone will not accomplish the state of physical and mental fitness we should like to see in all our people. It must be accompanied by physical training appropriate to the age and sex, and most important of all there must be the will to improve. As President Roosevelt has said to us so many times, "It can be done."

Bad teeth, as you have heard from Mr. Taft, constitutes the most important cause of rejection. I wonder if there is not something of considerable significance in the observation of Knudsen in Denmark, who saw that the few children in that country with perfect teeth, had also perfect backs, both skeletal and muscular. We are all familiar with the poor dentition that accompanies or follows rickets. Another feature of it is the poor and shrunken, often pinched-up chest, and of course, consequently, a pinched-up and poorly constructed back. Does not muscular development promote the development of stronger bones and teeth?

I have a fear that we may be caught up in a craze for specifics. Many of us grew up without ever tasting cod liver oil and yet developed good bones and good teeth. We never tasted any vitamin concentrate, much less a pure one. The hard work which boys and girls on the farm were required to do 50 years ago is not adequately replaced by cheering for the favorite team from the sidelines. More calories from the protective foods, the foods the farm boy or girl 50 years ago got as a matter of course, together with play and work, in sunshine and fresh air, are the things that will get us along to our goal of perfect nutritional health.

I repeat, the best diet in the world alone cannot do this. You can feed a person full of vitamins; but if you set him off in a corner and let him stay there, nothing happens. There must be active participation of the organs and tissues of the body. They must be exercised, both brain and brawn. As Lindhard has said, a young man who has been through a satisfactory physical training *bears the stamp of controlled force.* How many of our youth today, except those who have been through their training in the camps, do you see that give you the impression of controlled force?

The emphasis has changed remarkably. Since the World War new knowledge has been gained, and the emphasis naturally follows the newer knowledge, because much of it interprets the old knowledge; but that is not to say that the old knowledge is no longer useful. Unlike the military establishments we do not need to scrap the old weapons. We need merely to add new ones and to rejuvenate some of the old.

There is this difference, also, between our day and that day of 1914, especially from 1917 on, when we participated in the war. We have at the present time no shortage of food. You remember that we had been selling food to the allied nations for about 3 years before we became a partner of the allied nations. And that was one factor in the scarcity of food. We had war bread, and we had meatless days, and we were getting on toward the days when we were warned we must cut down on the consumption of fats. It did not actually come to amount to anything, as I recall, but we were warned it might come. In case we have a period of stringency, and of course we may have earlier than we expect, such facts as the following will be of interest:

The economic saving of whole wheat bread over the common, lean white loaf. The average per capita consumption of wheat is 4 bushels, or 240 pounds--I think that is not far off--it applied a few years ago. Deprived only of its roughest constituent, 2 percent only by weight, ground without any sifting or bolting whatever, that amount will make 355 pounds of bread as compared with 221 pounds on a rich formula from 73 percent extraction of the grain. The 355 pounds of whole wheat, according to digestibility figures in a recent experiment in our own laboratory, on 10 men, would yield 356,000 and some odd calories; compared with a white bread eaten by the same men, 240,000 and some odd calories, a saving in food of 106,000 calories, or enough to support the average man on our diet squad 36 days. In other words, eating whole wheat bread would save something over a month's supply of energy in the course of a year.

But this is not all. The average man on our diet squad would have obtained or would obtain in the course of a year from the 240 pounds of whole wheat 24/100 of a pound more of calcium than if he had eaten white bread; 1.1 pound more of phosphorus; 1/4 ounce more of iron; all the vitamins native to the wheat; and a protein of significantly higher biological value.

We determined the biological values on seven kinds of bread, four of which were whole wheat and three white breads. The whole-wheat breads were ahead of the white breads in quality of proteins.

I was going to give figures for vitamins, but that is one of the things I had to revise since I came to this conference. In talking with my colleagues, I developed a little doubt about the vitamin figures because the methods of determining certain of the vitamins are just now in process of modification and improvement; so I am leaving out the story of vitamins of white and whole-wheat bread.

I want to conclude with this homely statement. Some of us got pretty tired of whole-wheat bread during the war. I boarded over at the Cosmos Club when I was here in Washington in the days of 1917 to 1919, and there were a lot of complaints over there about war bread. We were thoroughly tired of it, but I am sure war bread nowadays could be made much more acceptable even on the same formula they used then, and I am sure much better breads can be made or devised than have been, and I don't think anybody need be afraid of any war bread that comes along now. Furthermore, I think we are called on now to rally to whatever program is set up. It is time for us to forget our nutritional differences, and goodness knows there have been a great number of them.

In our recent conferences down at the National Research Council over these daily allowances, there have been many differences of opinion expressed, many points of view, but we resolved to compromise our differences and pull together, and I was the one who had to shift his point of view perhaps more than anybody else. It is time to say "All right, we will go along with anything that is good, and if you can make me believe it is better than mine, so much the better." This applies not merely, of course, to our nutritional activities and our thoughts, but to our own foods, intimate as that is, and it applies also to our influence on our families and on our fellow-citizens. There is no doubt in my mind that we shall begin soon to pull all together.

Let's set our teeth and let's go forward with a resolution to solve these problems of whatever kind that are facing us in view of the national emergency.

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NUTRITION 1942

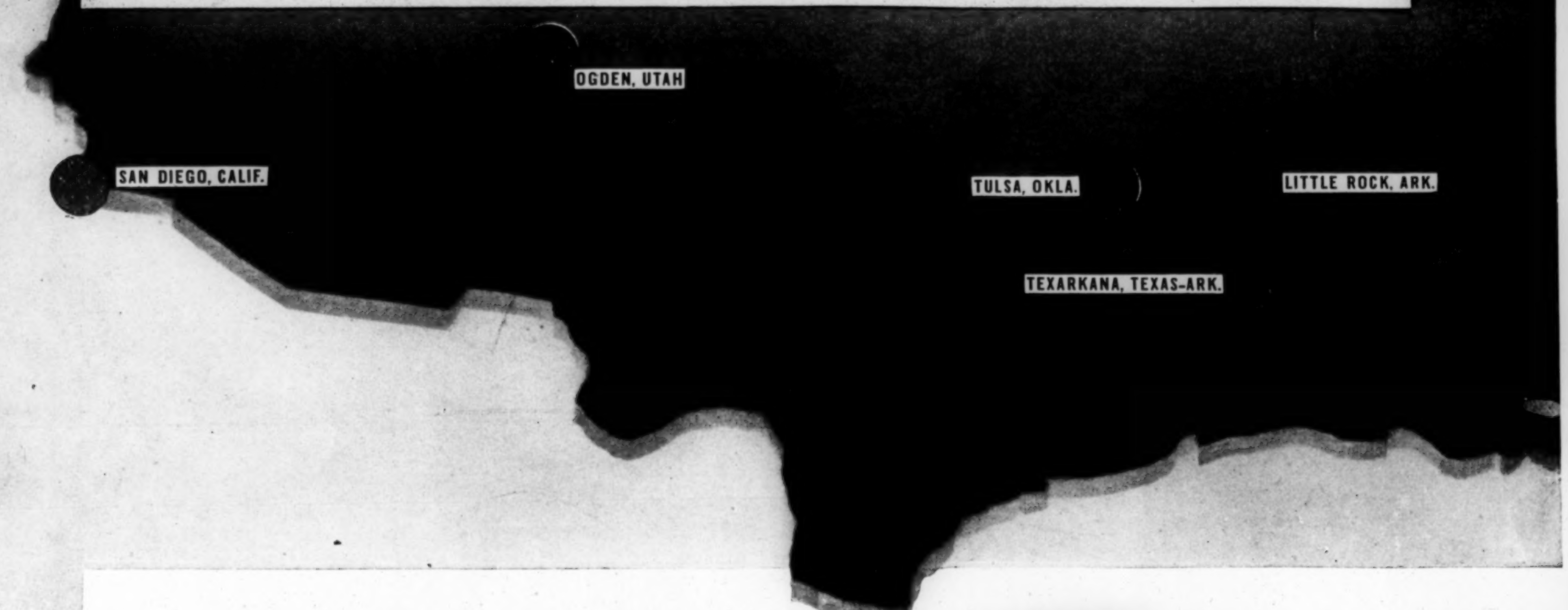
WOMEN WANTED

In the next twelve months, the American housewife must show that she can keep her head and her temper and roll up her sleeves at one and the same time. If she can't, her menfolk fighting on distant atolls are likely to get slaughtered in the hot sun for lack of ammunition.

***Study this map carefully.* If you live near a city where a crucial shortage of women workers exists or is expected (red marker), apply for work at once at your U. S. Employment Agency if you are between the ages of eighteen and forty-five, in sound health, with no children under twelve.**

If you live in an urgent area but your children are small, offer to take a part-time job. *Both war and nonwar job workers are needed.*

If your locality has no woman-labor shortage, the burden of voluntary Red Cross work, Bundles for Britain, the USO, and so on, rests on your shoulders. *These must be kept up.* Until now, American women have been on the receiving end of democracy. It's up to them to prove that they can give as well as take.



Woman Power

BY J. C. FURNAS

was sent WB material

SOMEWHERE in Washington, as you read this—maybe in the White House, maybe in some keyman's inside pocket—are several neatly typed sheets of paper containing a bill to be put up to Congress within the next few weeks. Hardly twenty people know just how it reads, and they aren't telling.

But the gist of one section of this bill soon to appear before Congress is momentous: legal authorization for compulsory, nationwide job registration of all women of reasonable working age.

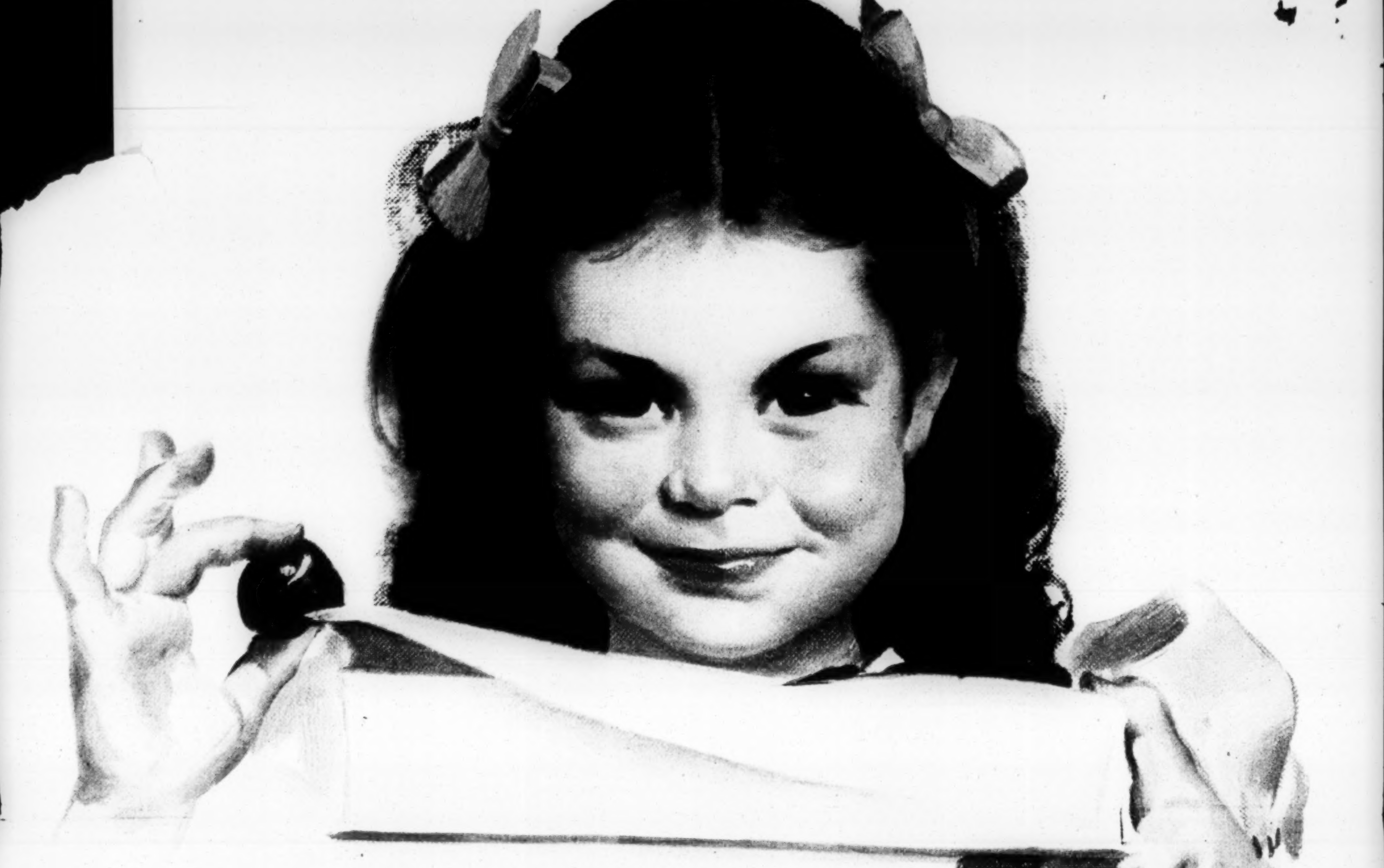
Other emergencies have seen American men compulsorily registered—and drafted too. But never before has the hand of compulsory enrollment been laid on American women. Germany, with 9,400,000 women in war production, did it long ago. England, with 5,500,000, did it piecemeal and reluctantly. Canada did it several months ago.

The powers of this new bill to draft women may never be applied. If, as and when the President applies them, it will be done with prayerful reluctance, solely from necessity. Let the unprecedented nature of this contemplated step stand as grim gauge of how serious our situation is.

Whether or not we are forced to draft women will depend considerably on what kind of co-operation individual American women are willing to give right now.

Women are already closing up some man-power gaps in Connecticut and Detroit, on Midwestern farms and in Northwestern orchards: many bent on helping their country; many drawn by high wages; others, their men drafted, because they must earn their own livings. Last winter conservative factories that, in peacetime, would as soon have hired teething babies, had to employ women to the

LADIES HOME JOURNAL November 1942



She was going to have three pieces before lunch.

CANDY FOR CORDELIA

By Josephine Bentham

ILLUSTRATED BY HADDON SUNDBLOM

CORDELIA SHERWOOD bounded gleefully out of bed, on Saturday morning, without waiting for any maternal sales talk. She ran down to the bathroom and made herself ready for the day, splashing the water and soap and tooth paste all over the washbowl. Then she ran back to her room in her undershirt and little ruffled pants and stood, motionless, while a clean starched pink dress was being hoisted over her head and zipped up the back. Her mother regarded her for a moment in mild bewilderment. The virtue was coming out of Cordelia in an almost visible steam.

Cordelia followed her mother down the stairs and into the breakfast room. She bade her father a decorous good morning and she slipped into her chair, tucked her napkin into the neck of her dress and picked up the spoon for her prunes.

Her father stared at her. "Hello," he said. "What's up?"

Cordelia cast down her eyes, said nothing.

"I think," her mother put in cautiously, "she's being a good little girl because her big brother's coming home on leave from Fort Monmouth. Isn't that it, Cordelia?" A coy squirming on Cordelia's part indicated that her mother had, indeed, put her finger on the truth of the matter. She had touched, at least, the outer garment of truth. It was true, certainly, that Cordelia was awaiting her brother's arrival with breathless impatience. This impatience centered, however, on the very large box of candy that Freddy was almost certain to bring with him. "Cordelia," Mrs. Sherwood went on, "has always been simply devoted to her brother. . . . Haven't you, Cordelia?"

Cordelia let the statement ride, her eyes very round and innocent over the rim of her milk glass. As a matter of fact, she was not devoted to her brother or to anybody else. She had, at this stage of her development, room for but one devotion—for but one need and one thought and one burning desire. That desire was for candy. For Cordelia, the whole human race was divided, inexorably, between the people who remembered to bring her candy and the people who did not remember.

The Sherwoods understood a little of this—in a dim, imperfect way. They understood, at least, that a return from any journey entailed, for a member of the Sherwood family, a box of candy for Cordelia. They were aware that this offering was not to be reckoned in terms of time, for Cordelia lived, like a philosopher, in a dreamy state of consciousness beyond the boundaries of time. They knew it must, instead, be measured in terms of distance—of miles, almost to a millimeter. The farther away you had been from Cordelia, the more candy you had to bring back. The whole thing was fairly simple—once the Sherwoods had got onto it.

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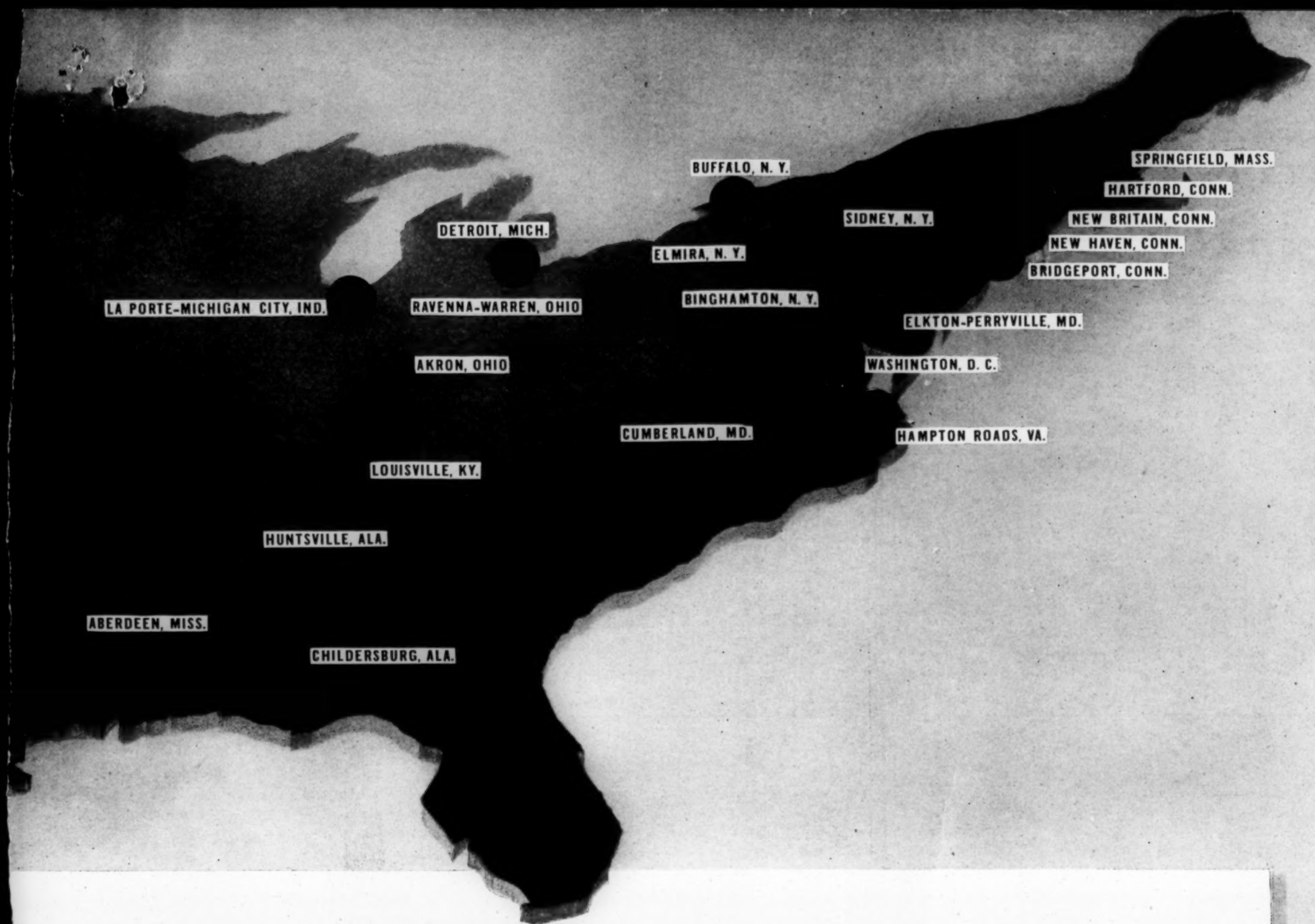
She entertained a passionate loathing for her brother's girls . . . they were a bottleneck in her most important industry.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extent of 10 or 20 per cent of their pay rolls and found, with tactless astonishment, that it worked pretty well. Travelers in Iowa recently observed that of every three tractors cultivating corn—corn to make pork to feed Commandos—one was driven by a girl in overalls. Women are taking the place of men on trolley cars and elevators, as waiters and stock clerks and taxicab drivers. Right now at least 600,000 more women have jobs than had them last year.

But such automatic response cannot be enough. This nation will eventually need for war jobs one out of four housewives between the ages of eighteen and forty-five. So far, voluntary registration has not been conspicuously successful.

Connecticut wanted 50,000 job-willing women and got only 17,000 out of an elaborate spring campaign of woman volunteering. Seattle wanted 30,000 and got only 6000. A later canvass in Akron did not look promising as this was written.

England, too, had such disappointments when trying volunteer recruiting of woman power.

There are, of course, many reasons. The Connecticut scheme was undoubtedly crippled by a newspaper story last May saying the President did not consider national woman registration called for. Connecticut women somehow missed the point that what might not yet be necessary nationally could, however, be a good idea in labor-starved Bridgeport. Even in Detroit, where volunteer registration for industrial war jobs had an encouraging semisuccess, there was still evidence that plenty of women, particularly the more prosperous, were not wholeheartedly convinced of the necessity to pitch in.

No one realizes better than the housewife that even with help, the care of a home and family is a half day's work, and that if she spends an additional eight hours in a factory, her full working day balloons to the breaking point of eleven, twelve or even thirteen hours.

But the job has got to be done. Housewives below forty-five play a major part in the commission's woman-power plans, for several reasons. For one thing, employers find them far steadier and easier to teach than the heart-whole and

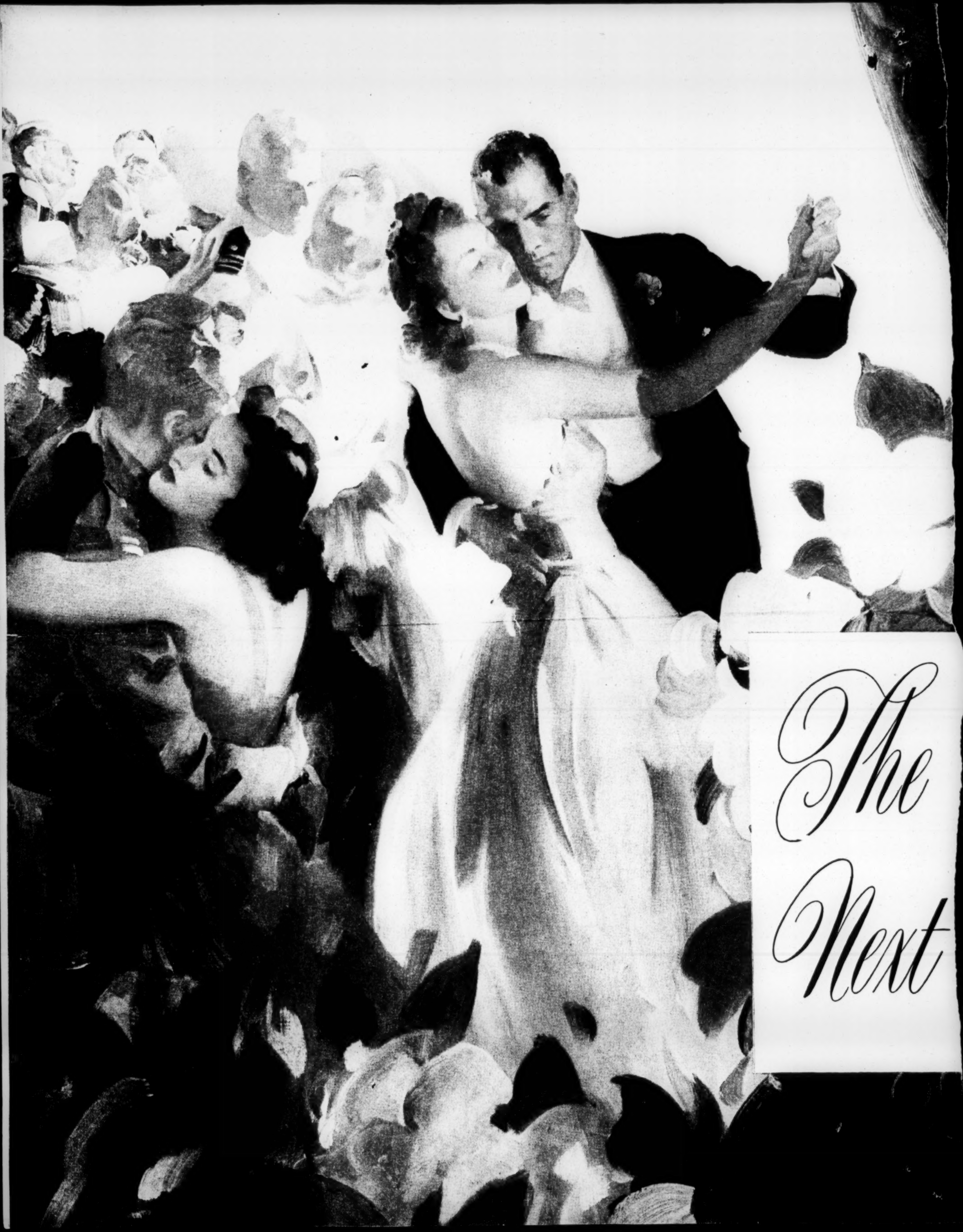
(Continued on Page 147)

"Even in a national emergency as critical as this, the welfare of our children must be of paramount importance, since it is for them that our civilization is to be preserved and by them that it will be maintained and bettered.

"Hence it is Government policy to urge housewives who have no young children to be the first to enroll. And that no mother of small children apply for a full-time position until she is satisfied that the children's welfare has been adequately cared for.

"Our children are our future."

War Manpower Commission Chairman.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WOMAN POWER

(Continued from Page 21)

fancy-free young things between eighteen and twenty-one who flock to war-plant employment calls, sometimes in embarrassing numbers. Besides, most job-minded, steady-going single girls are already on pay rolls, so housewives are the only remaining large resource in critical areas.

I recently talked to a weary, well-to-do woman in an industrial city who was devoting eight unpaid days in seven to recruiting local women for factory and man-replacement jobs. The circles under her bright blue eyes were as definite as if made with a cooky cutter and her hair hung stringily because for weeks she had had no time for hairdressers.

"Sure, I'll tell you how it's going—it isn't going," she said. "Some are splendid, in all income groups. We've got Junior Leaguers working on planes right alongside a girl who used to be upstairs maid in the company president's house. The one I remember best, though, is the little mouse of a woman with a foreign accent who turns up every Monday to work all day at the Red Cross. She has two sons in uniform and her husband is getting drafted in a few weeks. Frail as she looks, she's holding down a full-time assembly job in a war-production plant, and her one day off—Monday—she spends at the Red Cross. She wasn't even born in this country. Yet she's doing as a matter of course what lots of native American women in this town wouldn't even dream of."

A brightly realistic lady in Washington who has been round and about this situation a good while admits: "No, I never expected any general stampede of women as soon as they were told they were needed. Those who have had factory jobs before and are factory-work minded, yes. But we others have been reared wrong. When we think of jobs at all, usually pretty vaguely, we can't get beyond white-collar work. Unfortunately, this isn't a white-collar war."

One definite assurance can be given: Women are making good in factory war jobs—and what's more, liking them. Half of the troubles with them that employers anticipated have failed to materialize.

True, due to strictly female disabilities, days' absences per year in factories run somewhat higher than for men, but there are fewer individual cases of regular Monday absence due to too good a time on Sunday. As both boys and girls get broken in on the idea of working together, experiments in putting men and women on the same jobs at the same benches work out very well, although lots of employers still stick cautiously to segregation, department by department.

The heavier the work, naturally, the less efficient women prove. True, the English have some girls running steam hammers in shipyards. But ammunition and electrical equipment, rubber and light metal products, airplanes, delicate fire-control instruments are the things where women count most. In looking for such jobs, you can help the bedeviled War Manpower Commission a good deal by registering with the U. S. Employment Service in your town before going to the various plants' personnel offices. It is downright dismaying to have added up total applications on file in all a town's plants and then find so many of them duplicating that, when the pinch comes, the community doesn't actually have a

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Marys BLANKETS

quarter of the labor supply it was counting on.

Putting one housewife in four into war work is bound to raise problems of superlative seriousness. Her life, and that of her whole community, will be changed.

It isn't just that shopping hours will have to be readjusted so that Mrs. Warworker can market before or after the whistle blows. Or that she must learn to telescope a day's housework plus all the urgent demands of a family into a few hectic hours after work. Mrs. Warworker is going to have to rely on herself—and what stumbling help her husband, grandma or oldest child can give her. She cannot count on hiring help out of her fat new pay envelope, because the girl she might have hired last year is probably working, at the same high wages, on the machine next to hers at the factory. Maybe not tomorrow, but soon, maids will be an extinct species.

"If we had a girl come in to register for domestic service," a public-employment official told me, "we'd put her in a jar of alcohol and send her to a museum as a specimen of a vanished species."

But women in Connecticut and San Diego are finding that doubling in a factory helps them in streamlining their work at home. Often a note of surprise is frequent in women's articulate discovery that war work isn't so tough:

"I get my first pay check tomorrow," said a trig, blue-overalled little wife in a New England aircraft plant. "Forty dollars and fifty cents a week—and what for? Just sitting at a bench and moving my hands!"

Relief has been evident, both here and in England, over the way women have stood up physically under war-work strains—provided, of course, that prehiring medical inspection carefully sifted out the individual for the job which she could physically handle.

It will be difficult but not tragic if some hundreds of thousands of healthy and youngish American women now employing their share of the 2,000,000 domestic servants in the 1940 census will have to turn to and do their own housework as Hilda and Mattie go off to the factory. But children are a different matter.

When you put a mother in a war job eight hours a day, you are affecting not only one individual but an entire family.

Practically any war-boomed area can already tell horror tales of preschool youngsters locked in bedrooms to scramble for themselves, with a stack of cold pancakes on the window sill for lunch, while pa and ma are both away at factory jobs.

Deserted Orchard

BY ELEANOR A. CHAFFEE

Up to their gnarled, bent knees in grass,
The apple trees watch the seasons pass.
One leans an elbow across the wall
Built in the days he was straight and tall.
Another is scarred where a young lad's knife
Carved her name who is now his wife.
Their children shout in the field below—
And thick and thicker the grasses grow.

He who walks in this place may find
A bitter fruit with a wrinkled rind;
A fruit that will pucker his lips, at first,
And leave in his throat an aching thirst
No draught will assuage.
And long, long after,
The trees will shake with their silent laughter
Like old men bound by time and weather
To make the most of being together.

The WPA, now sponsoring nursery care for youngsters in several war-work communities, finds that every three previously unemployed women taking jobs mean one child needing care while they work. So, adding 5,000,000 women to the "national labor force" means at least 1,600,000 children for somebody to look after. That is an awful lot of children.

Nation-wide registration and draft of women, of course, would probably leave mothers of small fry to the last and be applied, as far as possible, to the unmarried, the married childless and those with maturing or grown families—which in nearly all cities would probably be enough.

Such organizations as the Michigan Parent-Teacher Association are already insisting that no mother should take a job "unless in case of absolute economic necessity." This feeling is based on Detroit's rather startling experiences with mothers deserting two and three month old babies in their rush to get into factories. No ordinary nursery school, of course, will take any child under two, and the War Manpower Commission tends to believe that no person or school can substitute for a mother when the child is still under ten. Other officials, cognizant of the growing juvenile delinquency among teen-agers, hold that no mother with children under sixteen years of age should work outside the home.

High-ups in Washington believe that at least three fourths of the children of working mothers will have to be cared for in foster homes, since no materials will be available for new school facilities. Such arrangements are far from ideal—particularly when a child falls sick. A survey in Highland Park, Michigan, recently showed that 40 per cent of the women would rather have their youngsters in a good day nursery than left to the amateur hands of neighbors or relatives.

A few war factories, such as the Douglas Aircraft plant in Santa Monica, California, have set up their own professionally managed day nurseries for women employees' children. Washington, however, is not at present sympathetic to such a program and hopes that, perhaps with WPA co-operation, local communities can do the job on a public basis. So far a mere $6,000,000—only enough to bring total children cared for to 110,000—is all WPA has to work with. A hundred million a year would be more like it.

Getting money is only the start of the complications, of course—all these problems are like that. Actual cost of full child care, a meal included, is close to a dollar a

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day. Does it make sense for women making war-boom wages, with husbands also earning them, to get their children looked after free? If not, do you charge them the full cost or a nominal twenty-five cents a day, as at English working mothers' nursery schools? Wouldn't the full charge be just as good an anti-inflation measure as buying War Stamps? Or why not graduate charges according to family income?

The English, so smothered with the child-care problem that they were opening new nursery centers at the rate of three a day last June, have tried half-day factory work for mothers, giving them alternate time for helping one another with houses and children. Eventually we may have to resort to that, but for the time being the necessary extra load on transportation and job-training facilities—after all, you must train twice as many women to get the same job done—prohibits it.

Financing nursery centers is one problem. Finding the teachers to staff them is another. Here is a first-class opportunity for women who don't need extra money and still want to pull their full weight in the war. "If you can't go to the factory yourself," says a recent English poster, "help the neighbor who can." Whether the job is supervised by WPA or done strictly locally, running a full-care nursery school requires experienced teacher talent accustomed to handling small children—say one teacher for every ten youngsters. Public-school systems, already losing teachers to war jobs and pregnancy leaves of absence, cannot supply them all without crippling national education.

So FORMER schoolteachers, retired into marriage, of whom the nation has hundreds of thousands, can be extremely useful on a volunteer basis. So can women who never taught at all, if willing to pitch in with cooking, dishwashing, cleaning and mending the clothes of neglected youngsters. Hard work, unpaid, not very glamorous, but quite as indispensable as welding airplane fuselages. The forty-five-year age limit which most factories apply as unofficial policy does not go here. Willing hands, open hearts, intelligence and ability to work with others are the sole qualifications.

Civic alarm over neglected children may not yet have forced your town into doing something about nursery care, even though it may be an active woman-hiring center. In that case, don't conclude that all this about the child-care crisis is just talk. If you look into it, you may find the problem is right in your town's lap already and what it needs is somebody to build a fire under local organizations to get something done: funds raised, premises located—a couple of recently established English nursery schools occupy the premises of a saloon and of a police station—staff recruited. If the problem isn't serious yet, you have only to keep your ear to the ground and, when you are needed as volunteer, be on tap and put in as many hours as you possibly can.

Not all women will be needed in factories and day nurseries. The nation very badly needs women to replace younger or hardier women leaving nonwar jobs for high pay in plane and munition plants.

Naturally, schoolteachers and waitresses, hotel maids and practical nurses, phone operators and sales girls, scrubwomen, stenographers and beauty operators dive to get in on this bonanza. That

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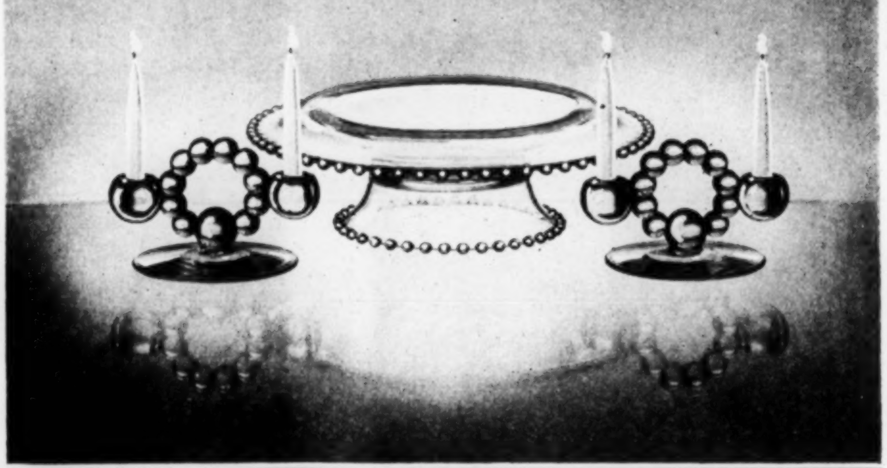

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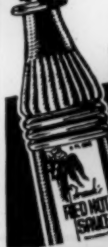

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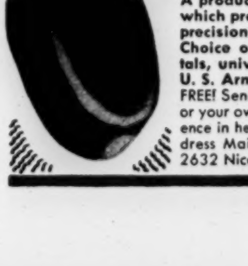

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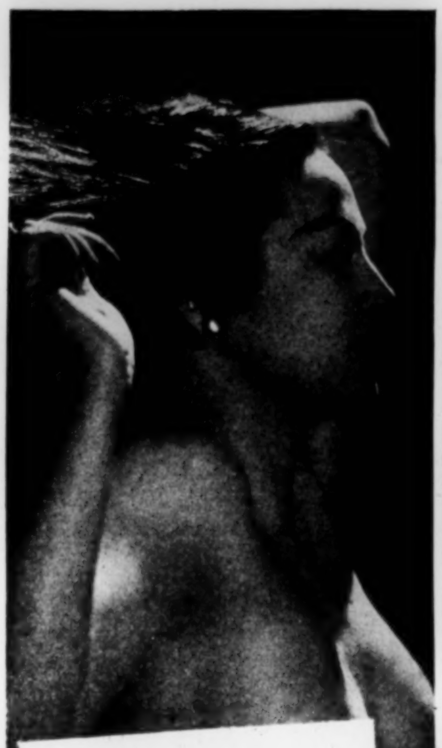

A MESSAGE TO MEN'S HEARTS!

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April Showers Talc

April Showers Talc
CHERAMY

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Men love "The Fragrance of Youth"

stunning girl in the toolroom at the Bridgeport Brass Corporation used to be a New York fashion model. That knowing young woman in a blue smock operating machines for Republic Drill & Tool in Chicago used to be a burlesque striptease artist.

Yet nursing and bedmaking, phone calls and shorthand are just as necessary now as ever, sometimes more so. Plenty of childless married women who live in labor-critical communities and once worked at such jobs as those, and who honestly don't feel up to factory work and don't particularly need extra money, definitely owe it to the nation to get back into harness and bat for the girls who are producing what it takes to fight with. A tremendous mine of such "lost skills" is waiting to be tapped throughout the nation.

SOMETIMES the local need is temporarily masked by the closing down of nonessential companies, casualties of war shortages, as sales forces are cut down, hosiery mills slow up, sending girls out to look for new jobs. In a town where labor is really short, however, such slack is soon taken up. Somebody has to rally round to keep the wires open and the elevators running.

No matter what kind of job you want, the important thing to remember is that although this emergency is national, it is not nation-wide.

Factories badly need women recruits in Baltimore, Evansville, Buffalo, Southern California, Seattle; not yet badly in Omaha, Memphis, St. Paul, Boston—least of all in New York City, with 400,000 unemployed. Unless they understand this area-by-area spottiness, women steamed up by rotogravure pictures of pretty-girl-making-$42-a-week-in-war-job are likely to become damagingly irritated when seeking such jobs in the wrong towns, believing that all this newspaper talk about women being wanted for war work is just another case of getting on the public's nerves by crying wolf.

Confessions of the Great

➧ All the things I really like to do are either immoral, illegal or fattening.

—**ALEXANDER WOOLLCOTT:**
Quoted in 10,000 Jokes.
Copeland.
(Halcyon House.)

I missed my youth. That was the penalty I had to pay for the few things I may have done better than some people.

—**HALL CAINE:**
Quoted in Their Moods and Mine.
Reginald Pound.
(Chapman & Hall, Ltd.)

I would give up all my fame and all my art if there were one woman who cared whether or not I came home late for dinner.

—**TURGENEV:**
Quoted in Adventures and Confessions.
William Lyon Phelps.
(Scribner's Sons.)

With labor demand so badly out of balance between one area and another, the Manpower Commission naturally develops headaches over the migrant problem, among women as well as men. An Akron girl who lands a high-paying factory job writes her cousins down in Memphis and presently the bus delivers them in town, penniless and eager to start right to work. They may well get jobs, but finding a place to live is another matter. Like Norfolk and Indianapolis and Sacramento, the town is already jammed to the eyes, with not only living quarters but schools, transportation, sewerage systems and medical facilities disastrously overloaded. These tidal waves of wage-minded migrants are just one example of how war upsets normal national mechanisms.

They are also the principal reason why the commission wants women hired extensively where labor is short. Detroit, for instance, approached this autumn needing 220,000 fresh pairs of hands if the factories were to keep rolling. Fetching them all in from outside would produce chaos—already too many immigrant Detroit workers, some with incomes of eighty dollars a week and more, are facing winter in drafty trailers or even tents, with practically no chance of renting decent quarters at any price. One hundred thousand outsiders were all anybody could contemplate adding to the existing civic scandal. But women who were already living in Detroit could be hired without adding any load to the city's living facilities.

It may not make overall sense that housewives should be recruited for lack of men in one area while another area five hundred miles away still has men in plenty. But it makes even less sense to pour fresh human difficulties into already overburdened areas.

The fundamental mistake—concentrating war production too heavily in areas with the most heavy industry—is another headache in itself. Until somehow the commission manages to arrange things so that future war orders go into places that have plenty of labor, present policy is to fill pay-roll gaps with local women to prevent destructive moving about.

Detroit's recent drive to get 80,000 women into war jobs as part of the needed 220,000 turned out best of any such effort yet.

The mailman brought a questionnaire to every one of 650,000 women between eighteen and forty-four in the Detroit area, and thousands of Victory Aides, bright and persuasive civilian women volunteers, toured house-to-house with diplomatic explanation both before and after. Within two weeks, 250,000 women had sent in their cards, of whom, according to rough samples counted, 60 per cent wanted war jobs—but only a third of them in factories.

With at least 130,000 women willing to take war jobs full-time, Detroit was pretty sure of its 80,000 goal, even with all breakage figured in. Detroit employers, of course, have long hired women more freely than most, so the place has an unusual proportion of factory-minded women.

The picture is less cheering when you think of those 400,000 other women, in the age range of full vigor, a high proportion without jobs, many without children, who, after two weeks, hadn't even bothered to mail the card back free. But, on the whole, it probably means that for the present the right methods, coupled with plenty of energy, will produce enough women workers, when and where needed, without compulsory registration.

NATION-WIDE registration tomorrow, however, would be futile in the face of the spottiness of labor shortages. It would prove precisely nothing, anyway, because neither the U. S. Employment Service, the logical agency, nor any other Government agency has the money or clerical force to do anything with those

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CLOROX Disinfects DEODORIZES BLEACHES REMOVES STAINS
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millions of registration cards after they were filled out. For the same reason the Occupational Selective Service questionnaires filled out by all men of draft age, which were supposed to give the nation an all-over picture of all the available male skill and man power, are still waiting to be worked on. Nobody has any idea how long women's national registration questionnaires would have to gather dust.

IN AKRON'S area registration of women volunteers, the Chamber of Commerce had to pay a local business-machine training school to punch and sort the cards at cost. Detroit's local U. S. E. S. offices are gallantly tackling the Detroit cards and hoping for the best; but even so, intervals that may be costly must elapse between the morning Mrs. Jones signed up and her chance to make good on her good intentions. Unless that projected bill includes plenty of money for putting the results of a national registration to work, it might just as well never be passed.

The news photographer has made great play with women taking men's places in food production. Farm work, however, is hard work, best accomplished by those women who have been doing it all their lives.

The farm-labor need is undoubtedly worst in the vegetable-and-fruit departments of agriculture which, usually dependent on catch-as-catch-can migrant labor for cultivating and harvesting, had trouble this season, particularly on the West Coast, and will have more next year.

Women did themselves proud on fruit and greenstuff in Oregon and California, the shiny station wagon parking right alongside the jalopy and all and sundry working like mad. When the sugar beets needed thinning, whole towns in Utah closed for the day and housewives and bank clerks, soda jerkers and waitresses went to the fields in a body. Outside such special situations, however, farmers seem to have taken up the slack so far by the simple device of working even harder themselves—which is extremely hard indeed—and putting their wives and daughters in the fields to shock wheat and drive the mowing machine.

"Our job," said an articulate farm wife recently, "is to stay home and pitch in with the men in the fields every minute we can spare from the house instead of driving to town on thinning tires to knit."

The advantage of such family-style use of women's labor lies in making the most of farm-reared women who, unlike their city sisters, know a lot about what they're doing before they start. A few college girls, recruited by organizations like the Volunteer Land Group in New England, were pitching hay this summer. A few city women were taking dairying and poultry courses at agricultural schools—learning, as a facetious reporter wrote, "to tell one end of a cow from the udder."

But the limitations of women volunteers for land-army work are well shown in the case of England, which, with a far more serious food-supply and farm-labor problem than ours, still has only 30,000 women as farm volunteers, compared with millions in war jobs in general.

The kind of local rally-round spirit that small country towns in Minnesota have shown in getting all hands and the cat into the field when necessary will probably show more results in the long run, even next year when farm-labor needs are worse, than formal campaigns to move farmerettes from concrete sidewalks to irrigation ditches.

Getting 5,000,000 women into the right kind of work without crippling necessary civilian activity is just one of the War Manpower Commission's dozen tough assignments.

Others are simple little matters like stopping "labor pirating" between war-work factories; getting the various armed services to stop cutting one another's throats in the scramble for bright young men; channeling war-production contracts into areas still having plenty of labor; keeping men "frozen" on necessary jobs without making them feel enslaved.

THEY lead haunted lives, in fact, these men and women on the commission's pay roll in Washington's huge new Social Security Building.

Is enough being done to get state laws about women's working conditions modified in time to meet needs? What about that English expert who was insisting the other day with suave acerbity that "it's no use mucking about with volunteer women, you've got to do as we did over there after wasting so much time—register them compulsorily and tell them what to do"? How are you going to get women to rally round on war jobs when they know that their men were laid off two weeks last month because the plant where they work couldn't get enough steel rods to keep going?

That kind of worrying is their job, not yours. Yours is to understand what they're up against and be ready to answer the call—somewhere, all out, full time—when you're wanted.

"You'll have to wait. Mother is very busy putting me to bed before you get here."

SAVES TIME!
(JUST ADD HOT WATER)
SAVES WORK!
(MADE IN THE CUP)
PREVENTS WASTE!
(MAKE ONLY WHAT YOU NEED)

Prevents waste because none is thrown out . . . you make exact amount you need. A Nestlé product, composed of equal parts of skillfully brewed soluble coffee and added carbohydrates (dextrins, maltose and dextrose) added solely to protect the flavor. CIVILIAN SUPPLY IS LIMITED. Buy in cans or in glass jars as available.

A TEASPOONFUL
IN A CUP
ADD HOT WATER
IT'S READY

Superb flavor!

NESCAFÉ

NESTLÉ'S MILK PRODUCTS, INC. • NEW YORK, U. S. A.

Figure Control

—in the style to which you've been accustomed

Have you been 'spoiled' by CHARIS? Are you afraid wartime emergencies may change the gloriously comfortable figure styling you've enjoyed? . . . Well—Charis is going to keep on 'spoiling' you. CHARIS patented adjustable features give you the same firm control and support—the same indispensable comfort as always. . . . The Charis Corsetiere, with her exclusive System of Corsetry, is at your service.

Ask your Charis Corsetiere about the new posture film, in Technicolor, "HELP YOURSELF TO VITALITY."

An outstanding example of CHARIS superior designing for light, flexible control. Step-in and combining brassiere assure unbroken lines. Many exclusive models shown at home, by your Charis Corsetiere. 'Phone or write the local Charis Establishment.

CHARIS

Charis Corporation, Allentown, Pa.
Charis Ltd., New Toronto, Canada

TO LOOK YOUR BEST . . . SELECT THE BEST

WHEN I WAS very young, it was
My appetite, perhaps,
Which served as proof to Mummy that
A baby takes to Clapp's.

So now I eat CLAPP'S JUNIOR FOODS
(The doctor says I'm flourishing!)—
It's great that such delicious food
Is really extra-nourishing!

★ ★ ★

MOTHERS: Plan your toddler's meals with Clapp's Junior Foods, so rich in important vitamins and minerals. See the wide variety of soups, vegetables, fruits, and hearty combination dishes—at your dealer's.

CLAPP'S JUNIOR FOODS
MADE BY THE MAKERS OF CLAPP'S STRAINED FOODS AND CLAPP'S PRE-COOKED CEREAL FOOD

H. ARMSTRONG ROBERTS

By eating properly and exercising wisely after he is born, mother can have her baby—and her figure too!

Diet During and After Pregnancy

BY DR. HERMAN N. BUNDESEN

President, Chicago Board of Health

THE expectant mother's first hope is that she will have a healthy baby. Her second thought is, "Will my health be as good after the baby is born and weaned? Will I regain my original weight and good appearance?"

The right diet has much to do with insuring not only the health of the baby, but also the health of the mother. Then, too, proper diet will help the mother regain her figure of pre-pregnant days.

Among the many facts the doctor records about the expectant mother as he sees her from time to time is her increase in weight. This increase is a matter of simple addition. The baby, plus the fluid in which it floats, plus the enlargement of tissues which support the baby, could not possibly weigh more than twenty-five pounds. Any indication that the mother's increase in weight, before baby comes, will add up to more than the figure given means that she is either eating too much or that a condition is developing which must be checked.

The popular suggestion that the pregnant woman should eat for two does not mean that she should eat twice the quantity of food she normally eats. To "eat for two," in the modern manner, means to be selective and to eat much more of those things that will build a strong body for the baby-to-be—that is, calcium, iron, protein and vitamins.

We say that mother should eat a 2500-calorie diet. To most women this is just a meaningless number. So let us put it this way: Mother should take her food in the form of milk, meat or fish, eggs, whole-grain bread or cereal, fresh vegetables and fruits, all of which contain the protective factors—the vitamin, protein and mineral values—with the smallest number of calories. She should eliminate, as far as possible, the starchy and fatty foods.

Mother should use the lean forms of protein. She should eat two eggs a day, and if she takes butter on bread, it may be wise to take milk that contains no butter—that is, skimmed milk or buttermilk. But milk the pregnant woman must have, because she and her baby need the calcium and phosphorus and the high quality protein of milk.

Nature is very partial to the newcomer. If the mother does not have quite enough calcium for both the baby and herself, she yields what she has to her little one. As a result, mother may have trouble from calcium deficiency, which may result in such disturbances as the loss of teeth.

If mother does not have enough protein for both, she gives up what she needs to the baby. Thus, mother may develop protein deficiency. Recent studies point to this as one of the reasons for edema of pregnancy, a disturbance which causes increased water in the tissues, with resulting swelling of the legs and tissues. Suppose we consider that seventy grams of protein a day are required by the pregnant woman. She should know that

GRATEFUL young mothers from Maine to California tell us that Doctor Bundesen's baby booklets have been of the greatest help to them in caring for their own babies. The first eight booklets cover your baby's first eight months. They sell for 50 cents. The second series of booklets covers the baby's health from nine months to two years—seven booklets for 50 cents. The booklets will be sent monthly; be sure to tell us when you want the first booklet. A complete book on the care of the baby, ***a necessary supplement*** to the monthly booklets, OUR BABIES, No. 1345, is 25 cents. A booklet on breast feeding, A DOCTOR'S FIRST DUTY TO THE MOTHER, No. 1346, sells for 6 cents. Address all requests to the Reference Library, LADIES' HOME JOURNAL, Philadelphia, Pennsylvania.

From a letter dated January 15, 1942, from Mrs. Frank Detzig, chairman
Defense Committee
Little Rock Branch, A.A.U.W.
824 W. Roosevelt Road
Little Rock, Arkansas

COPY

In passing may I recall the visit of Mrs. Helen Dean Dodderidge to this section about a year ago when some valuable information on consumers education and nutrition was disseminated to local Federated Women's Clubs representatives and others willing to assist in the defense effort, including the organizations mentioned above. I am sure that your department has heard from Miss Connie Bonslagle, Arkansas' representative on nutrition on the State Defense Council of the splendid progress in the organization of this phase of the work. It might be of interest to especially mention the recently organized Brides Class for the study of nutrition, sponsored by the A A U W through its Education and Defense Committees, in cooperation with the Home Economics representative on the County Defense Council. Also, the local Girl Scout Council, through a trained Home Economist in their volunteer adult leadership is initiating a nutrition study with the girls of the age groups reached through this program. - - - - - -

B. Workers and Nourishment

VII. Many workers are poorly nourished and consequently less efficient and more liable to fatigue, disease, and accident.

1. Dr. Parran said "One-third of the people in the United States are getting a 'very poor diet' and not more than one-fourth are receiving a diet which could be called good". The Nation's efficiency is impaired at least 25 percent by inadequate or improper diet.

   Men and women in the labor force constitute 40 percent of the whole population or 52 percent of persons 14 years of age and over.

   Consequently, lack of proper nourishment characterizes a large proportion of our working force and means that such workers are not so satisfactory on the job as they should be, as their output is likely to be lower in quantity and inferior in quality. Also these workers are more likely to become burdens on the community because they tend to earn less, to become unemployed and unemployable, and to need medical care for which they are unable to pay.

2. Proof that well fed workers are more efficient.

   A group of medical and dietetic experts experimented with a group of substandard workers - women of different ages all under weight. It was arranged that they should be given supplementary feedings of one tablespoonful of cod-liver oil and one pint of milk daily, separate from their ordinary dhome ration. The oil and milk were served during the morning and afternoon rest periods. The experiment was carried on from the middle of December to the middle of May. This is the season when the quality and quantity of sunlight is at a minimum, when the vitamin content of milk, vegetables, and other food is somewhat decreased and when colds and their consequences are most prevalent.

The absence record for the members of this group showed a very definite improvement following the addition of cod liver oil and milk as supplements to the usual home diet. The average hours of absence (December to May) totaled 105.3 for the year previous to the test, 68.4 for the first year, and 40.8 for the second year--a total reduction of 61 percent.

The average efficiency for the group was 77.8 for the year previous to the test, 78.8 for the first year, and 80.1 for the second year.

From Safety Engineering, June 1939 -

Many firms are now using rest periods of varying lengths. During these rest periods there is, in most cases, an opportunity for the employee to have tea or coffee, a glass of milk or some other food, and, where there are proper facilities, employees are permitted to smoke.

If the average person ate five meals a day instead of three (consuming no more food in the five than he did in the three), he would do a better day's work with less fatigue to himself. The next best thing to five meals in a day would be the ordinary three meals as we understand them with a five, ten or fifteen-minute break, in the afternoon rather than in the morning, with an opportunity to take some light refreshment.

A graph prepared by a large Canadian company shows that most of their accidents happened between ten o'clock in the morning and noon and between half-past two and five in the afternoon, indicating that either fatigue or hunger does play a part in accident experience.

Extracts from: The Human Factor in Industry, by Eric Palmer (Pseudonym for one of of the recognized Experts for Factory Development)

"Perhaps the most important single factor in producing greater production, less tendency to accidents and a friendlier relationship between managers, foremen and workers is the introduction of the rest pause with refreshments.

The thing itself is so easy and so cheap and, indeed, enters that large category of accomplishment of which we all have said from time to time "why did we not think of this before?"

Yet the rest pause with refreshments was and still is the subject of much controversy.

Government investigators have expounded their views and works managers and foremen have expounded theirs.

All the Government investigators plump for it unhesitatingly, all the employers who have introduced the change swear by it, but there are still large numbers of employers who will not make the change at any price, just, of course, as there are people who resist every change until it is an accomplished fact.

Personally, I do not propose to offer any opinion on the matter but will merely recite the evidence of both Government investigators and the experiences of employers as recorded by themselves.

The most conclusive evidence of the value of the rest pause with refreshment is contained in a Report issued by the Medical Research Council and the results are so outstanding that one wonders why the custom is not universal".

3. For workers on defense production, special attention to nutrition is highly important because of the hazard and strain to which many of the workers are exposed.

As some of the munition plants have had to be expanded rapidly and as they cover a very large area, lunch room facilities are not adequate. Many workers must at present eat in their regular workroom, the meals eaten while on the job, the food being brought to them on carts. Great effort should be made by the management to have the most nourishing food possible for sale on the carts. Also enough time for the meal should be allowed, since nourishing food gulped rapidly does not produce the best results. An educational program to induce workers to eat the right types of food could well be carried on by the management.

Dr. Fowler in the Haskell Laboratory of Industrial Toxocology, sponsored by the DuPont Co., told Mrs. Mettert that in the DuPont plant, workers who are men, on TNT production are given vitamin C tablets. It is thought that good nutrition, particularly vitamin C, is the most important preventative of TNT poisoning. This is an experiment, and as yet there has not been opportunity to write a report on the results.

Statement by Margaret Bondfield, concerning the drinking of milk by munition workers in England.

Robinson

Length of Lunch Periods and Food Facilities in Selected War Industry Plants.

I. Coverage

II. Length of lunch period

III. Comparison of length of lunch periods on different shifts.

IV. Type of food facilities

V. Description of food facilities in a few plants.

For report on food facilities in New Jersey war industry plants, see Miss Manning.

Length of Lunch Periods and Food Facilities in Selected War Industry Plants.

I. Coverage

The study covers a cross-section sample of major war industries surveyed by Women's Bureau agents in 1942 and 1943. 191 plants were visited employing 1,250,000 productive workers, of whom 293,000 were women. These plants represent nu. 20 ~~25~~ war industries -- aircraft, including assembly and engines; shipbuilding; ordnance, including guns, cannons, artillery-ammunition parts and loading plants, small arms, and small-arms ammunition; machines and machine tools, electrical equipment; and other war industries.

see p4

The plants were located in 36 states - Alabama, Arkansas, California, Colorado, Connecticut, Georgia, Illinois, Indiana, Iowa, Kansas, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin,

II. Length of Lunch Period in Selected War Industry Plants

Industry	Number of plants reporting lunch period 1/ on day shift of												
	Total plants reporting	No regular lunch period	Less than 30 min. (paid for)				30 min.		40 min.	45 min.	1 hour	No report	Grand total
			Total	15	20	25	Total	Paid					
Total plants	183	3	23	6	2/ 15	2	139	(16)	2	9	7	10	193
Percent	100	1.6	12.6				76.0		1.1	4.9	3.8		
Aircraft assembly	32						28		1	3			32
Aircraft engine and engine parts	9		3		3-		6						9
Aircraft assembly parts	22		2		2		18			1	1		22
Guns, howitzers, mortars	4		2		2		2					1	5
Artillery ammunition	12	1	1	1			10	(3)					12
Artillery bag and shell loading	18		3	1	2		13 3/	(3)		2			18
Small arms	6		2		2		4					2	8
Small arms ammunition and parts	12	1	4	1	2	1	7	(3)					12
Machines, machine tools & accessories	14		1		1		10	(2)			3	1	15
Electrical	6	1					5	(1)				1	7
Air depots	5						5					1	6
Quartermaster depots	2						2					1	3
Shipbuilding	25		4	2	1	1	17		1	2	1	2	27
Miscellaneous	16		1	1			12	(4)		1	2	1	17

1/ The lunch period is not paid for unless otherwise specified.

2/ Includes one plant having an 18 minute lunch period.

3/ About one half the women (on loading lines) are paid for lunch period; others not paid.

III. Comparison of Length of Lunch Periods of Different Shifts in Selected War Industry Plants

Number of shifts worked by women	All plants		Lunch period differential for women on --	
	No.	Percent	Second shift	Third shift
Total plants reporting	178	100		
Plants with women on 1 shift only	35	20		
Plants with women on 2 shifts	57	32		
	48		Same as 1st	
	2		1st - 30 min. not paid, 2nd - 15 min. not paid	
	1		" " " " " " " " paid	
	1		" " " " " " - 20 min. paid	
	3		" " " " " " - 30 min. paid	
	1		" - 45 min. not paid, 2nd - 30 min. not paid	
	1		" - 1 hr. not paid, " " " paid	
Plants with women on 3 shifts	86	48		
	68		Same all shifts	Same
	1		1st - 30 min. not paid, 2nd - none	3rd - none
	1		" " " " " " - 10 min. paid	" - 10 min. paid
	1		" " " " " " - 15 min. paid	" - 15 " "
	2		" " " " " " - 30 min. not paid	" - none
	2		" " " " " " - " " " "	" - 15 min. paid
	3		" " " " " " - " " " "	" - 30 min. paid
	1		" " " " " " - 30 min. paid	" - 30 min. not paid
	5		" " " " " " - " " "	" - 30 min. paid
	1		1st 45 min. not paid, 2nd-45 min. not paid	" - none
	1		1st 1 hr. not paid, 2nd - 20 min. paid	" - 20 min. paid

See work table in statistical section for break-down into type of industry

IV. Food Facilities in Selected War Industry Plants

Industry	Number of plants reporting -					No report	Grand total
	Total reporting	Cafeteria or mobile canteens 1/	Lunch counters only	Plant box lunches or sandwiches, drinks, etc. brought into plant	No food available in plant		
Total Plants	177	105	20	21	31	16	193
Percent Distribution	100.0	59.3	11.3	11.9	17.5		
Aircraft assembly	32	24		4	4		32
Aircraft engines and engine parts	9	8	1				9
Aircraft assembly parts	21	7	3	6	5	1	22
Guns, howitzers, mortars	5	3			2		5
Artillery ammunition	11	7	2	1	1	1	12
Artillery bag and shell loading	18	10		1	7		18
Small arms	2/ 7	6			1	1	8
Small arms ammunition and parts	11	9		1	1	1	12
Machines, machine tools and accessories	12	7	1	3	1	3	15
Electrical	6	2	3	1		1	7
Air depots	5	3/ 3	2			1	6
Quartermaster depots	3	2			1		3
Shipbuilding	25	4/ 12	5/ 6	4	3	2	27
Miscellaneous	12	5	2		5	5	17

1/ A canteen here means one which serves hot food (not hot coffee only).

2/ In 1 plant new building has cafeteria but old buildings served by lunch wagons.

3/ ~~Hill Fiel~~d included here has a cafeteria but it is inconveniently located for most of the warehouses (where largest number of women work).

4/ One of these open only for 1st shift and 1 open for 1st & 2nd shifts (not the 3d).

5/ One of these open only for 1 st shift and none for 2nd and 3d shifts.

Food Facilities ~~1/43~~

Cessna Aircraft, Wichita, Kansas - airplane assembly - 1/43.

Electrically heated rolling ovens are stationed at certain locations in plant at lunch time. Each worker opens oven and selects plate lunch already prepared (hot food). Cost 35 cents. At present choice of food is limited to two kinds of meat, 2 vegetables, potatoes, salad, dessert, drink.

Douglas~~s~~ Aircraft, Santa Monica, Calif. - aircraft assembly- 1/42.

Cafeteria and lunch wagons which sell hot foods, hot drinks,etc. 24 new lunch wagons are more popular than the cafeteria. (See Agnes Meyer's newspaper article from Wash. Post, 4/10/43, on her visit to this plant at which time she had lunch with the 12 o'clock shift workers.This article attached to schedule.)

Chrysler Ordnance, Evansville, Indiana - small arms ammunition - 2/10/43.

Have cafeteria in administration building - open to all but not convenient for most of plant employees. May secure 3 meals a day in cafeteria. Food wagons go through the plant. Hot drinks, hot sandwiches, and plate lunches served.

Beech Aircraft, Wichita, Kansas - aircraft assembly -

Cafeteria just outside plant is run by employees' club - serve about 1800 daily.

Boeing Aircraft, Wichita, Kansas - aircraft assembly.

Cafeteria for all workers, office and factory, at Plant I. Factory workers have Rolling Cafeteria, electrically heated. Choice of food is somewhat limited, but they usually have 2 kinds of meat, potatoes, 2 vegetables, small salad, pie, coffee or milk, bread and butter. Cost is reasonable. Girls complain about too many starchy foods, but majority of men demand heavy food and as yet men predominate.

Description of food facilities in shipbuilding - see Miss Robinson's copy of "Plant Conditions in Shipyards" prepared by Statistical. Note Plants I and V.

See Ogden Arsenal Schedule for detailed description especially of food facilities - (note have own garden)

V. Description of food facilities in a few plants.

Iowa Ordnance, Burlington, Iowa, 4/24/42 (shell and bomb loading)

The matron in change house inspects the lunches packed at home.

Wolf Creek Ordnance, Milan, Tennessee, 2/27/43 (shell loading)

✓ Each line has its own change house and cafeteria. Employees must wash hands before eating. Vitamin pills are given to each person as they enter lunch room. Experiments are being made with vitamins in regard to toxics. It is practically impossible to secure enough milk, so they are testing vitamins. Some lines are on milk, others received vitamin pills and results noticed. There is a large cafeteria in the Recreation Hall, near the Administration Building. There is also a coffee shop in reception building which is open 24 hours.

Fisher Memphis Aircraft Division, Memphis, Tennessee, 2/42, (Aircraft assembly parts)

Cafeteria for the white workers and another for the colored workers, but the same food is served in each. Hot and cold lunches and breakfasts are served on both shifts.

St. Louis Ordnance Plant, St. Louis, Missouri, 2/42 (Small arms ammunition)

Cafeteria where hot plate lunches, salads and sandwiches are served. An employee can be served in 3 minutes.

Dura Division of the Detroit Harvester, Toledo, Ohio, 4/42 (Artillery ammunition)

Hot drinks, sandwiches, fruits, pie, etc., can be purchased from a mobile canteen. Mobile canteens reported as serving plant in 6 to 7 minutes.

International Harvester, St. Paul, Minnesota, 9.42 (cannon for airplanes)

Company has a kitchen in which food is prepared. Food is actually served from stands or canteens in various parts of the plant. The food includes coffee, soup, sandwiches, salads, and desserts. It is sold at cost.